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Salaries, Hours in Municipal Service (p. 365)

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manpower and labour relations

REVIEW

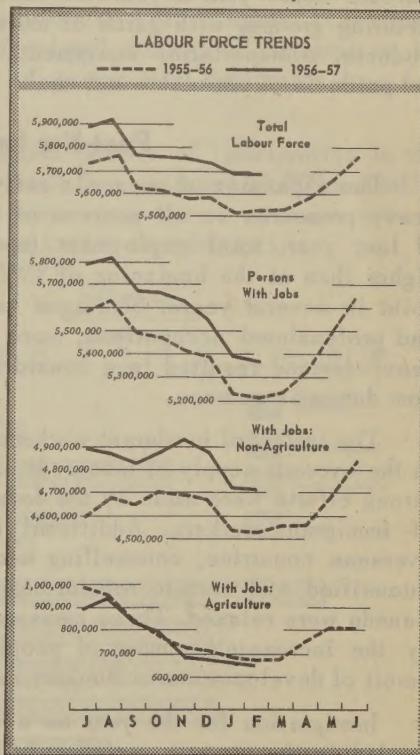
Economics and Research Branch, Department of Labour, Canada

Current Manpower Situation

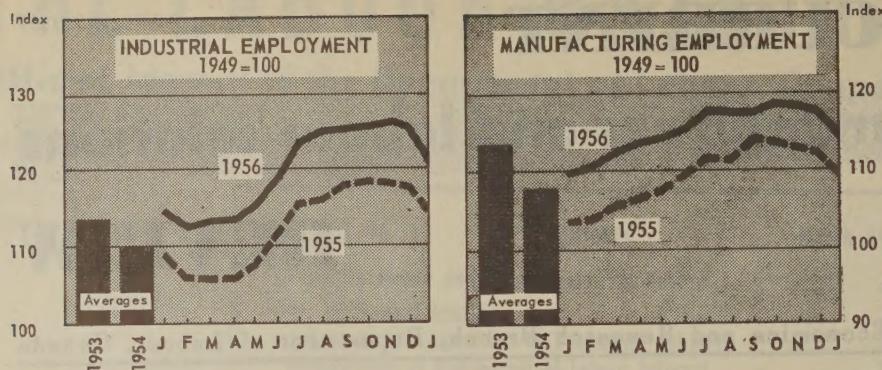
EMPLOYMENT levelled off in the first quarter of 1957 after almost two years of extremely rapid expansion. Unemployment in the first months of 1957 was higher than last spring but lower than in the first quarter of 1955. One of the main reasons for the reduced pace of expansion is the drop in house-building which, in addition to its direct influence on construction employment, has affected lumbering and other supplying industries. In most other industrial sectors there has been little or no slackening in the pace of activity.

Total employment was fairly well maintained in February, following a marked decline in the previous month. In the week of February 16, an estimated 5,362,000 persons had jobs, 31,000 fewer than in January but 146,000 more than in February 1956. Persons without jobs and seeking work were estimated at 323,000, or 5.7 per cent of the labour force. Persons without jobs and seeking work formed 5.6 per cent of the labour force last year and 7 per cent in February 1955. Registrations for employment at NES offices amounted to 10.1 per cent of the labour force, compared with 9.3 per cent a year earlier and 11.4 per cent in February 1955.

During the past two months, reports from NES offices show that in all regions layoffs in the construction and associated industries have been greater than last year. In mid-February the number of skilled and unskilled



A Monthly Labour Gazette Feature



construction workers registered for employment totalled 175,000, some 27,000 more than last year. A similar situation, attributed in part to a decline in export sales, has developed in logging and lumbering, although here the effects have been more heavily concentrated in the two coastal regions.

Intermittent layoffs were reported in the motor vehicles industry through most of January and February but most other parts of manufacturing showed continued strength. Employment in manufacturing as a whole was 3 per cent higher in January than a year before. Earlier data indicate some year-to-year increase in virtually all the major manufacturing groups, with gains of more than 5 per cent in iron and steel products, transportation equipment, electrical apparatus and supplies, and products of petroleum and coal.

Post-War Immigration

The expansion of economic activity that began early in 1955 placed heavy pressures on all sources of labour supply. By the third quarter of last year, total employment (seasonally adjusted) was 6 per cent higher than at the beginning of 1955 and unemployment was its lowest point in several years. Shortages had developed in at least 15 skilled and professional occupations, more than at any time since 1951. This heavy demand resulted in a considerable expansion of the labour force from domestic sources.

The inflow of immigrant workers also provided a significant addition to the over-all supply of labour. In the early part of the expansion period strong efforts were made by the federal Government to increase the flow of immigrant workers. Additional immigration offices were opened in overseas countries, counselling services were extended, publicity was intensified and certain regulations limiting the entry of immigrants to Canada were relaxed. These measures were recently made more effective by the increasing number of people wanting to come to Canada as a result of developments in Hungary and the Middle East.

Immigration for the year as a whole reached 165,000, a figure exceeded in the postwar period only in 1953. Immigration reached a peak in the fourth quarter of 1956, contrary to the usual pattern.¹ It is evident,

¹Until 1956, the number of arrivals was highest in the second and third quarters of the year and declined sharply during the winter months.

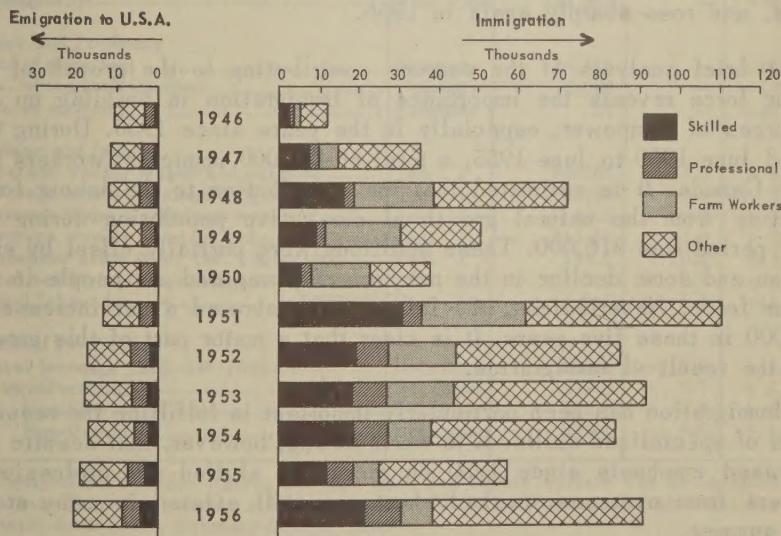
moreover, that the higher rate of immigration will continue into 1957. The Government announced recently that arrangements will be made to bring over as many as 25,000 British immigrants by air, with additional flights to expedite the movement of Hungarian refugees. It is expected that total immigration in 1957 may approach 200,000.

The occupational structure of immigration in 1956 has at least two notable features. The first is the ratio of workers to non-workers, which is higher than it has been for five years. Of the immigration total of 165,000, more than 91,000, or 55 per cent, intended to take jobs. Another feature is the relatively large number of skilled and professional workers in the group. More than 20,000 of the immigrants were skilled workers, almost double the number in 1955 and more than in any other postwar year except 1951. There were more than 9,000 persons with professional qualifications—a postwar record. Immigrant workers intending to take up farm work numbered 7,500; this figure, though larger than in 1955, was far below the number in previous years.

The numbers of immigrants with specialized skills change quite substantially from year to year for they depend not only on the total inflow but also on other factors affecting the occupational distribution. One of the more important of these is the country of origin. Among the workers coming into this country in the period 1951–55, those from Great Britain, Germany and Austria had a much higher proportion of specialized skills than those from Italy, the Netherlands or the United States. It is clear, therefore, that the skilled and professional content of immigration depends in large part on the supply of prospective immigrants in a few specific countries.

There have been two fairly distinct periods of immigration in the past decade. In the years 1946–50, the inflow averaged 86,000 annually.

IMMIGRATION AND EMIGRATION OF WORKERS
1946–1956



The emphasis during these years was on the movement of workers into agriculture and consequently as many as 40 per cent were farm workers. The proportion of professional and skilled workers was correspondingly low, although there is little doubt that many of the immigrants who entered during those years had professional qualifications and moved into professional work some years after they arrived.

In the period 1951-56, the annual average rose to 159,000, almost double the rate of the previous five years. The main reason for the sharp increase was the liberalization of Canadian immigration policy in mid-1950, partly brought about by the defence program and the rapid expansion of civilian durable goods production. The liberalization consisted largely of increasing the volume of unsponsored immigration during times of heavy labour demand.

The change in the type of labour required since 1951 is reflected in the ratio of skilled and professional people to total immigrant workers. The proportion of professionals rose from an average of 6 per cent before 1951 to 9 per cent in the period 1951-56. Skilled workers increased from 19 per cent in the earlier period to 23 per cent. The influx of skilled workers was particularly sharp in 1951, when the aircraft program was getting under way. The proportion of farm workers in the total fell steadily from 41 per cent in 1950 to 8 per cent in 1956.

The effect of immigration on the Canadian labour force is partly offset by emigration. The accompanying chart shows the number of Canadians emigrating to the United States (the only available figures on emigration by occupation). These are, however, by far the largest part of total emigration from Canada. In both skilled and professional occupations, the number of immigrants has significantly offset that of emigrants and has increased steadily during the past decade. Before 1951, in fact, the outflow of professionals exceeded the inflow but since that time there has been a net gain. The net immigration of both professional and skilled workers rose to 28,000 in 1951, tapered off in the next four years, and rose sharply again in 1956.

A brief analysis of the sources contributing to the growth of the labour force reveals the importance of immigration in building up our resources of manpower, especially in the years since 1950. During the period June 1950 to June 1955, a total of 424,000 immigrant workers entered Canada. It is estimated that the contribution to the labour force resulting from the natural growth of our native population during the same period was 316,000. These additions were partially offset by emigration and some decline in the numbers of young and old people in the labour force. Nevertheless, the labour force showed a net increase of 417,000 in these five years. It is clear that a major part of this growth was the result of immigration.

Immigration has been particularly important in fulfilling the requirements of specialized skills. It is worth noting, however, that despite the increased emphasis since 1950 on recruiting skilled and professional workers from overseas, marked shortages still existed in many areas last summer.

Current Labour Statistics

(Latest available statistics as of March 11, 1957)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Manpower				
Total civilian labour force (a)	Feb. 16	5,685,000	- 0.2	+ 2.9
Total persons with jobs.....	Feb. 16	5,362,000	- 0.6	+ 2.8
At work 35 hours or more.....	Feb. 16	4,815,000	- 0.3	+ 3.1
At work less than 35 hours	Feb. 16	393,000	- 5.8	+ 6.5
With jobs but not at work.....	Feb. 16	154,000	+ 6.2	-12.0
With jobs but on short time.....	Feb. 16	49,000	+ 14.0	+28.9
With jobs but laid off full week.....	Feb. 16	25,000	+ 13.6	-13.8
Persons without jobs and seeking work	Feb. 16	323,000	+ 6.6	+ 4.9
Persons with jobs in agriculture	Feb. 16	654,000	- 2.5	- 3.5
Persons with jobs in non-agriculture.....	Feb. 16	4,708,000	- 0.3	+ 3.7
Total paid workers	Feb. 16	4,285,000	- 0.5	+ 4.4
Registered for work, NES (b)				
Atlantic.....	Feb. 14	89,800	+ 14.8	+16.3
Quebec	Feb. 14	176,900	+ 10.4	+ 4.9
Ontario	Feb. 14	158,500	+ 7.3	+13.7
Prairie	Feb. 14	78,100	+ 6.3	- 0.6
Pacific	Feb. 14	71,400	+ 7.5	+39.2
Total, all regions.....	Feb. 14	574,700	+ 9.2	+11.5
Claimants for Unemployment				
Insurance benefit	Feb. 1	545,981	+ 37.1	+14.5
Amount of benefit payments	January	\$33,439,112	+166.9	+35.8
Industrial employment (1949=100)	Jan. 1	121.3	- 3.5	+ 5.8
Manufacturing employment (1949=100).....	Jan. 1	114.8	- 2.7	+ 4.6
Immigration.....	Year 1956	164,857	-	+49.9(c)
Strikes and Lockouts				
No. of days lost	February	49,130	-	-82.3(c)
No. of workers involved	February	8,080	-	-39.8(c)
No. of strikes	February	27	-	+83.3(c)
Earnings and Income				
Average weekly wages and salaries	Jan. 1	\$63.63	- 3.8	+ 5.1
Average hourly earnings (mfg.)	Jan. 1	\$1.58	+ 1.5	+ 7.1
Average hours worked per week (mfg.)*.....	Jan. 1	41.6	+ 0.2	+ 0.5
Average weekly earnings (mfg.)	Jan. 1	\$65.69	+ 1.8	+ 7.6
Consumer price index (av. 1949=100).....	Feb. 1	120.5	+ 0.2	+ 3.5
Real weekly earnings (mfg. av. 1949=100).....	Jan. 1	130.9	+ 1.9	+ 4.5
Total labour income.....\$000,000	December	1,248	- 1.4	+11.7
Industrial Production				
Total (average 1935-39=100).....	December	280.6	- 5.9	+ 6.2
Manufacturing	December	279.6	- 5.7	+ 5.3
Durables	December	342.8	- 5.3	+ 6.5
Non-Durables	December	239.1	- 6.0	+ 4.2

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, February *Labour Gazette*.

(b) See inside back cover, February *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

*Adjusted for year-end holidays

Labour-Management Relations

The Bargaining Scene

BY mid-March the collective bargaining picture among the major bargaining units in Canada was beginning to take shape for 1957. Only about half the 210 collective agreements covering 1,000 or more employees will be subject to re-negotiation during the year (the remainder are long-term contracts with expiry dates in 1958 or later). So far this year, 20 settlements have already been reached and an additional 44 contracts are either in or about to enter the re-negotiation stage.

The chart on the opposite page deals with the 53 large agreements in negotiation during the period February 1 to April 30 and shows their bargaining status at mid-March. It is similar to the chart published last month for the period January 1 to March 31 (L.G., Feb., p. 118).

Some of the 53 agreements have been subject to a considerable period of negotiation and conciliation. Eighteen had expiry dates prior to February 1, most of them during the last quarter of 1956, and three expired even earlier. By March 15, settlements had been reached in six of the group of 18; among these were two of three settlements with the longest periods of negotiation. By contrast, settlements were achieved promptly for three of the agreements that had terminated after February 1.

The trend towards long-term agreements, which became so marked during 1956, is continuing. Five of the nine agreements reached between February 1 and March 15 will remain in effect for two years, with wage increases becoming effective in each year. The total wage increase throughout the life of these agreements varies widely from approximately 10 cents an hour to as much as 40 cents. The other four settlements reached during the period are of one-year duration and provide wage increases averaging approximately 10 cents an hour.

Two of the agreements, both in the rubber products industry, make provision for supplemental unemployment benefit plans along the lines of those first negotiated in the automobile industry. It is estimated in the Economics and Research Branch that between 15 and 20 of these plans have now been bargained in Canadian industry, most of them covering major bargaining units.

Twenty-two of the agreements were in various stages of negotiation or conciliation at the time of writing and bargaining will get under way in a similar number before the end of the period.

Three of those in conciliation are contracts that have been in the re-negotiation process for several months. The parties involved are: the Aluminum Co. of Canada, Limited, Arvida, and a syndicate of the Canadian and Catholic Confederation of Labour; the Dominion Coal Co. Limited and District 26 of the United Mine Workers of America, representing coal miners in Nova Scotia; and Noranda Mines Limited and the United Steelworkers of America.

Among the contracts in negotiation or scheduled for bargaining in the near future are a number in the building trades, particularly in western Canada. Building trades agreements usually are re-negotiated in the spring but a substantial number negotiated last year will remain in effect until 1958.

THE BARGAINING SCENE MARCH 15, 1957

Bargaining Units of 1,000 or More Employees,
February 1 to April 30, 1957

In Negotiations and Terminating in Period:

53 agreements, 118,300 workers

Bargaining carried over from Jan.:	18 agreements 39,600 workers
Terminating in period Feb. 1 - Apr. 30:	35 agreements 78,700 workers

Settlements Achieved:

February 1 - March 15
9 agreements, 14,500 workers

Major Terms of Settlements (preliminary information)

- Wages and Duration —
5 settlements, covering 7,400 workers, are 2-year contracts with wage increases spread over the term of the agreement; in 1, increases will total approximately 10 cents an hour, in 1, from 15 to 20 cents, in 2 from 10 to 15 cents, and in 1, approximately 40 cents.
- Hours of Work —
Reduced to 40 per week under 1 contract covering 1,400 workers.
- Vacations —
2,800 workers under 2 agreements to receive third week after 15 years' service; 3,100 workers under 2 agreements to receive fourth week of vacation after 25 years.
- Statutory Holidays —
Increased from 6 to 7 in one agreement and from 6 to 8 in another.
- Supplementary Unemployment Benefits —
2 agreements, covering 3,000 workers, introduce SUB plan.
- Welfare Benefits —
2 agreements, covering 4,500 workers, improve group insurance benefits.
All the settlements were achieved without work stoppages.

Negotiations Continuing:

At March 15
22 agreements, 45,300 workers

Bargaining in process:	16 agreements, 23,500 workers
Conciliation in progress:	6 agreements, 21,800 workers
Work Stoppages:	Nil

Other Agreements Terminating in Period:

22 agreements, 58,500 workers

Expiring in March:	7 agreements, 21,400 workers
Expiring in April:	15 agreements, 37,100 workers

Individual Negotiations

A new agreement between Polymer Corporation, Limited, and the Oil, Chemical and Atomic Workers followed prolonged negotiations and conciliation. The 16-month contract is reported to provide wage increases that will ultimately range from 29 to 45 cents an hour. Other changes will increase rates of pay for work on week-ends and statutory holidays and will make vacations of three weeks available to employees with 15 years of service or more.

More than 2,000 workers in Hamilton and Cornwall are affected by an agreement between Canadian Cottons, Limited, and the Textile Workers Union of America. In addition to a general wage increase of 6 cents an hour, tradesmen and some other classifications will be entitled to extra amounts. The number of paid holidays will be increased from six to seven and group insurance and seniority provisions will be adjusted.

A new two-year agreement at the Dominion Wabana Ore Limited in Newfoundland was negotiated by the United Steelworkers of America. The 2,000 employees will receive general wage increases amounting to 16 cents an hour over the two years; shift premiums will be introduced; and the number of statutory holidays is increased from six to eight.

Plumbers in Montreal will receive increases of 20 cents an hour during a two-year period under new contracts signed late in February. The agreements followed a five-day work stoppage by more than 1,000 plumbers of 23 firms. The men are represented by the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry.

The Oil, Chemical and Atomic Workers International Union and Fiberglas Canada, Limited, at Sarnia have agreed to a new contract giving a 6-per-cent wage increase in the first year and 5 per cent in the second.

A contract applying to almost 1,000 workers was recently signed by Cockshutt Farm Equipment Limited and the United Automobile Workers. General wage levels will be increased by 8 cents an hour during the two years of the agreement. Certain other wage adjustments were made and a supplemental unemployment benefit plan will be introduced in 1958. Union security and group insurance provisions were also revised.

Negotiations are currently in progress at two important metal mines in northern Ontario. The United Steelworkers of America and the management of Steep Rock Iron Mines Limited have been bargaining over wage rates, union security and a number of fringe benefits. Late in February, a conciliation officer tried to bring the parties to agreement. Differences between the International Union of Mine, Mill and Smelter Workers and Consolidated Denison Uranium Mines have been referred to the conciliation services of the federal Department of Labour. The union was recently certified to represent employees of the mine at Blind River.

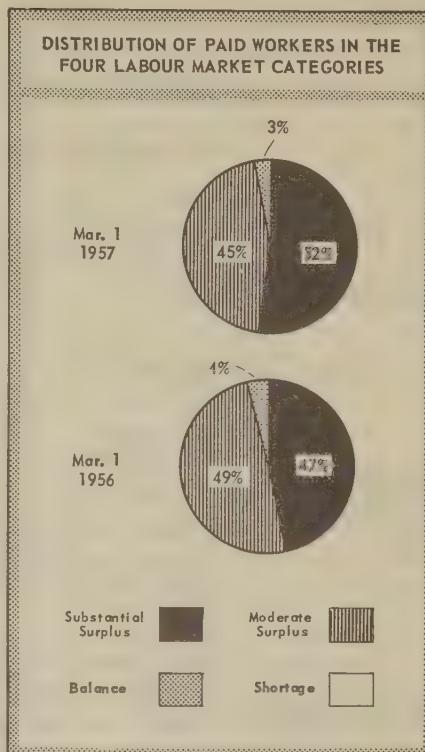
Work Stoppages

Preliminary figures for February show that during the month 8,080 workers were involved in 27 work stoppages, with a time loss of 49,130 man-days, compared with 24 stoppages, involving 7,477 workers in a time loss of 52,680 man-days in the previous month. For February 1956, the figures were 23 stoppages, 20,150 workers and 234,945 man-days.

Manpower Situation in Local Areas

SEASONAL reductions in employment continued in most parts of the country during the early part of February but by the end of the month the downturn appeared to have come to a halt. In some areas, an upward employment trend had already become well established by the beginning of March as a result of a spring pickup in construction activity. Labour market classifications changed in only 4 areas; two were reclassified from the substantial to the moderate surplus category, one from balance to the moderate surplus category, and one from the moderate to the substantial surplus category. At March 1, the area classification was as follows (last year's figures in brackets): in balance, 3 (5); in moderate surplus, 49 (53); in substantial surplus, 57 (51).

Areas with excessive labour supplies were more numerous than a year earlier in the Ontario, Quebec and Pacific regions. The Prairie region, on the other hand, showed considerable improvement over last year; three fewer areas had high unemployment this year. Four of the six areas in the Pacific region were in the substantial surplus category, compared with two at the beginning of March 1956. The high levels of unemployment in this region were related primarily to reduced employment in forestry and housing construction.



Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	March 1 1957	March 1 1956	March 1 1957	March 1 1956	March 1 1957	March 1 1956	March 1 1957	March 1 1956
Metropolitan	4	3	7	8	-	-	-	-
Major Industrial	14	12	13	15	-	-	-	-
Major Agricultural	4	5	9	9	1	-	-	-
Minor	35	31	20	21	2	5	-	-
Total	57	51	49	53	3	5	-	-

*See inside back cover February *Labour Gazette*.

CLASSIFICATION OF LABOUR MARKET AREAS

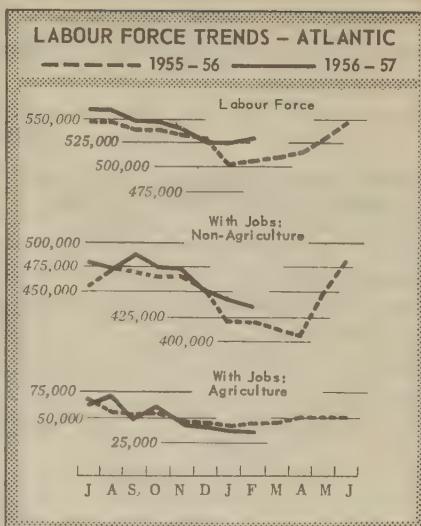
March 1, 1957

	LABOUR SURPLUS	APPROXIMATE BALANCE		LABOUR SHORTAGE
		Group 1	Group 2	
METROPOLITAN AREAS (labour force 75,000 or more)	Quebec — Lévis St. John's Vancouver — New Westminster Windsor	Calgary Edmonton Hamilton Montreal Ottawa — Hull Toronto Winnipeg		
MAJOR INDUSTRIAL AREAS (labour force 25,000 — 75,000; 60 per cent or more in non-agricultural activity)	Brantford Corner Brook Cornwall Farnham — Granby FORT WILLIAM — PORT ARTHUR ← Joliette Lac St. Jean Moncton New Glasgow Sarnia Sherbrooke Shawinigan Falls Sydney Trois Rivières	Guelph Halifax Kingston Kitchener London Niagara Peninsula Oshawa Peterborough Rothesay Val d'Or Saint John SUDBURY ← Timmins — Kirkland Lake Victoria		
MAJOR AGRICULTURAL AREAS (labour force 25,000 — 75,000; 40 per cent or more in agriculture)	Charlottetown Rivière du Loup The Pas — Mégantic — St. Georges Yorkton	Chatham Brandon LETHBRIDGE Moose Jaw North Battleford Prince Albert Red Deer Regina Saskatoon	Barrie	
MINOR AREAS (labour force 10,000 — 25,000)	Bathurst Beauharnois Bracebridge Bridgewater Campbellton Central Vancouver Island Chilliwack Dauphin Drummondville Edmundston Gaspé Grand Falls Kamloops Kentville Lachute — Ste. Thérèse Montmagny Newcastle Okanagan Valley Owen Sound Portage La Prairie Prince George Prince Rupert Quebec North Shore Rimouski Sorel Ste. Agathe — St. Jérôme St. Hyacinthe St. Stephen Summerside Truro — Nelson Truro Valleyfield Victoriaville Woodstock, N.B. Yarmouth	Belleville — Trenton Brampton CRANBROOK Dawson Creek Drumheller Fredericton Goderich Lindsay Listowel Medicine Hat North Bay Pembroke Sault Ste. Marie Simcoe St. Jean Stratford Swift Current Walkerton Woodstock — Ingersoll Weyburn	Galt St. Thomas	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.

ATLANTIC

EMPLOYMENT in the Atlantic region continued to decline during February as logging and construction operations slackened further. The decline was most pronounced in the first half of the month, when outdoor activities were hampered by heavy snowfalls and cold weather. In the last half of the month a few local labour market areas reported increases in employment following improved weather conditions. At February 16, persons with jobs were estimated at 470,000, a drop of 9,000 from a month earlier but an increase of 8,000 from a year before. Registrations for employment at NES offices were about 17 per cent higher than a year earlier. While construction and logging accounted for most of the rise in unemployment during the month, some staff reductions also occurred in fishing, fish processing and trucking establishments and in shipyards.



Unemployment was higher than in February 1956, largely because of reduced employment in logging and lumbering. On the whole, industrial employment remained higher than last year but certain industries were in a weaker position. Forestry employment was maintained at a high level during most of 1956 but fell off more sharply than usual in recent months. Although the decline in forestry activity was largely seasonal in character, the downturn was hastened by deteriorating market conditions. The general softening in demand for forestry products affected all sectors of the industry in the Atlantic region. The lumber industry showed the most marked deterioration, primarily because of reduced domestic and overseas sales. The lumber trade with the United Kingdom fell off fairly sharply during the last half of 1956 and there was little evidence that conditions would improve during the next few months. Some of the main factors contributing towards this reduction in sales were: increased ocean freight rates, reduced dollar value of sterling, tighter credit restrictions and a heavy drop in dollar reserves in England, and larger offerings of Russian timber. Reductions in domestic demands for lumber were largely related to the decline in residential construction.

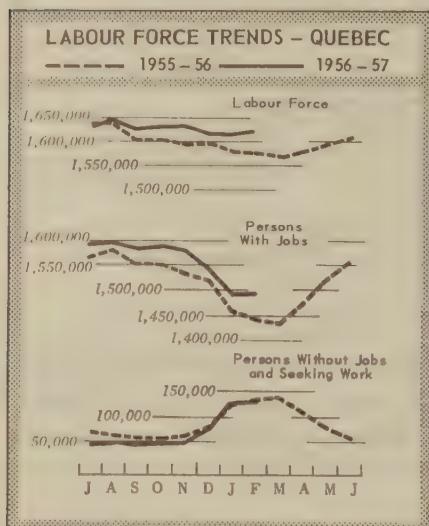
None of the 21 areas in the region was reclassified during the month. At March 1, the area classification was also the same as a year earlier: in moderate surplus, 3; in substantial surplus, 18.

Local Area Developments

St. John's (metropolitan). Remained in Group 1. Unemployment increased sharply in this area during February, reaching a record level by the end of the month. The rise in unemployment has been greater than usual this winter because seasonal declines in construction and logging were more marked than in previous years. Since seasonal industries predominate in this area, employment variations between peak and trough are usually

quite large. The construction industry was particularly slack during February. At the end of the month, more than half the registrations for employment at the NES office were from construction workers.

QUEBEC



LITTLE change occurred in the employment situation in the Quebec region during February as activity generally approached the winter low point. At February 16, persons with jobs were estimated at 1,493,000, about the same number as a month earlier but about 52,000 more than a year before. Unemployment increased moderately during the month, partly because of an increase in the region's work force. A number of loggers and bushmen, construction workers, lumbermill workers and taxi and truck drivers were laid off but this was offset to some extent by the rehiring of clerical, secondary textile and metal workers. Increased activity in the aircraft industry accounted largely for the hiring of metal workers.

Total employment in manufacturing continued to be well above that of last year. The largest contributors to this increase were the pulp and paper, iron and steel, transportation equipment and electrical apparatus and supplies industries.

In 20 of the 24 local labour market areas in the region, the number of construction workers registered for employment at NES offices was higher at the end of February this year than last. Of the remaining four, two showed no change in registrations from construction workers and two showed a decrease. In all, about 3,600 more construction workers were registered at NES offices in the region this February compared with last. This represented about half the total year-to-year increase in registrations in Quebec. Both skilled and unskilled building workers registered in large numbers, although registrations from painters and plasterers were slightly lower than last year.

None of the labour market areas in the region was reclassified during February. At March 1, the area classification was as follows (last year's figures in brackets): in moderate surplus, 3 (6); in substantial surplus, 21 (18).

Local Area Developments

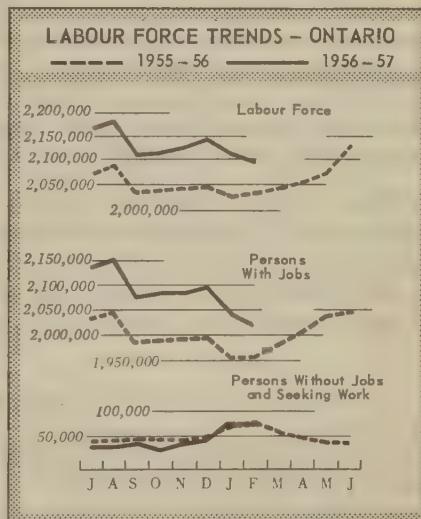
Montreal (metropolitan). Remained in Group 2. There was little change in the employment situation in Montreal during February. The number of persons registered for work with the NES fell by about 2,800 during the month, the result of increased activity in secondary textiles, metal working, transportation equipment manufacturing and shipping. On the

other hand, registrations from construction workers and taxi and truck drivers increased. Production slowdowns were felt in certain branches of manufacturing, such as bakery products, wood and paper products, and building materials. There was increased activity in the garment trades, primary textiles and the shoe industry. Construction and trade were at their seasonal low points. All forms of transportation, except truck and water, were normally active.

Quebec - Lévis (metropolitan). Remained in Group 1. Here again little change occurred in employment conditions during the month. Log cutting and hauling operations were completed and consequently registrations by loggers increased at the NES offices. This, together with other increases by construction and lumber mill workers and by taxi and truck drivers, pushed total registrations up by about 1,500 during the month. Manufacturing employment was generally well sustained, although there was some slackness in cigarette manufacturing and some short time in textile plants.

ONTARIO

EMPLOYMENT continued to decline in Ontario during February. Persons with jobs at February 16 were estimated at 2,023,000, some 17,000 fewer than a month before but about 69,000 more than in February 1956. Registrations for employment at NES offices continued to be somewhat higher than a year earlier. Employment in construction, food processing and light manufacturing showed little change during the month. Some reduction of activity occurred in industries producing building supplies and equipment. Temporary layoffs occurred in the Ford plants at Windsor and Oakville and production difficulties resulted in layoffs at the Chrysler plant in Windsor. Employment in heavy industry remained generally stable. The employment situation in the textile industry showed a further slight improvement. Shortages of skilled workers continued in many industries. Construction employment, which had been declining more rapidly than last year for several weeks, was approaching the winter low point.



Only one labour market area was reclassified during the month, from balance to the moderate surplus category. At March 1, the 34 areas in the region were classified as follows (last year's figures in brackets): in balance, 3 (5); in moderate surplus, 25 (25); in substantial surplus, 6 (4).

Local Area Developments

Hamilton (metropolitan). Remained in Group 2. Some layoffs occurred in automobile and appliance firms and TV manufacturing plants but the labour market in manufacturing generally was well balanced. Employment

in steel production was maintained at a high level and heavy electrical appliances and machine tool manufacturing industries were busy. There was a shortage of skilled labour in many industries.

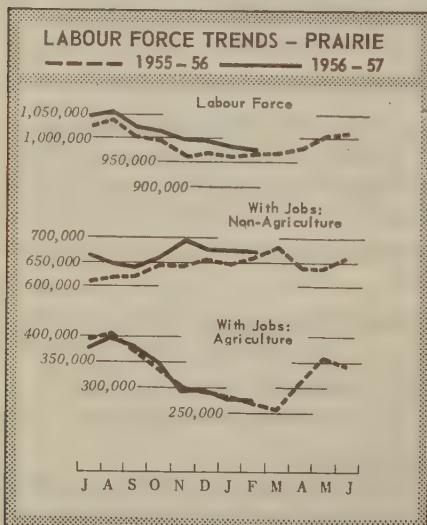
Ottawa - Hull (metropolitan). Remained in Group 2. Employment decreased during the month, mainly in construction. Reduction of activities and layoffs also occurred in the lumber and in building materials and supplies industries. There was some seasonal cut-back in employment in forestry, as several camps closed down. The textile industry showed some improvement. Employment in transportation and communication was firm.

Toronto (metropolitan). Remained in Group 2. A further decline in employment occurred owing to layoffs in light manufacturing, particularly in the production of aluminum doors and screens, and in the manufacture of plumbing and heating equipment, brick and cut stone, and construction materials. On the other hand, the confectionery and paper products industries and textiles showed signs of improvement. Heavy industry continued firm, with the manufacture of farm implements particularly strong. The shortage of skilled labour continued.

Windsor (metropolitan). Remained in Group 1. Employment dropped during the month, primarily in the automobile industry. Production difficulties resulted in the release of a substantial number of workers at the Chrysler Corporation plant and temporary layoffs occurred at Ford and General Motors. This resulted in layoffs or reduction of the work week in several automobile parts plants. Other industries sharing in the decline were construction, transportation and retail trade.

Sudbury (major industrial). Reclassified from Group 3 to Group 2. A further drop in construction was mainly responsible for the decline in employment. Seasonal reduction also occurred in the lumber industry, in mining and in the transportation occupations. There was a shortage of auto mechanics, experienced piecemakers and clerical personnel.

PRAIRIE



GENERAL economic activity in the Prairie region reached the winter low and began to increase slowly during the latter part of February. By February 16, persons with jobs were estimated at 935,000, a drop of 9,000 from a month earlier but an increase of 11,000 from a year before. During the last half of the month employment increased slightly following the usual upturn in seasonal activities. Unemployment remained lower during February than a year before because of heavier demands for metalworkers, loggers and skilled construction workers. The year-to-year increase in job opportunities was reflected

in the NES figures; vacancies listed at the various NES offices at the end of the month were about 16 per cent higher than at the same date last year. All major industries except farming showed some year-to-year employment expansion. Construction was very active for the season despite the fact that fewer houses were being constructed than in February 1956. The heavy volume of industrial and commercial construction more than offset the decline in the residential sector.

Two areas were reclassified during the month, one from the substantial to the moderate surplus category and one from the moderate to the substantial surplus category. At March 1, the area classification was as follows (last year's figures in brackets): in moderate surplus, 16 (13); in substantial surplus, 4 (7).

Local Area Developments

Calgary (metropolitan). Remained in Group 2. The employment situation changed very little in this area during February. Construction occupations accounted for almost 40 per cent of the persons registered with the NES at the end of the month. Qualified workers in the technical and professional categories remained scarce. Female office workers were also in strong demand.

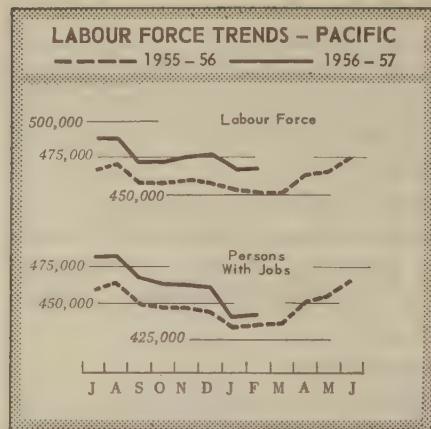
Edmonton (metropolitan). Remained in Group 2. Unemployment reached a seasonal peak in this area during February. Employment continued to show a substantial improvement over the comparable date in 1956. The demand was very strong for electricians, sheet metal workers, engineers, draftsmen, surveyors, auto mechanics, and certain types of office workers.

Winnipeg (metropolitan). Remained in Group 2. Unemployment continued to increase slowly during the early part of February but began to decline in the last half of the month. The construction industry remained very slack. Manufacturing, on the other hand, showed some employment expansion during the month. Iron and steel, electrical apparatus, textile and clothing plants were very busy.

Fort William-Port Arthur (major industrial). Reclassified from Group 2 to Group 1. Seasonal layoffs in construction, logging and grain elevators accounted for the reclassification of this area. Construction employment was maintained at a high level for the season; more than 850 men were working on expansion of the two paper mills.

PACIFIC

EMPLOYMENT in the Pacific region showed some improvement during February as the usual seasonal upswing in industrial activity began to take effect. Persons with jobs increased by 2,000 to 441,000 by February 16, a gain of 6,000 over the year before. Registrations for employment at NES offices dropped slightly but at the end of the month were still higher than at the same time last year. Logging showed little recovery from the effects of bad weather, road restrictions and reduced markets. Employment in sawmills varied throughout the region, but most mills were either idle or operating well below capacity. Activity increased in the shingle industry and hirings in construction increased during the month. Plywood



plants operated below normal production levels in most areas owing to reduced sales.

Little demand existed for farm labour, except for experienced dairy help. Herring fishing was hampered by intermittent bad weather and cannery operations were limited. Mining continued fairly active but labour demands were light. Manufacturing employment rose slightly with some increases in machine shop activity and garment manufacturing. Qualified female clerical and service workers remained scarce.

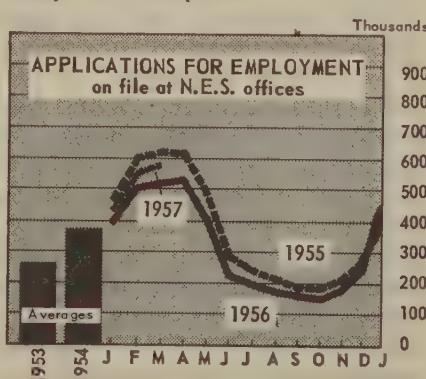
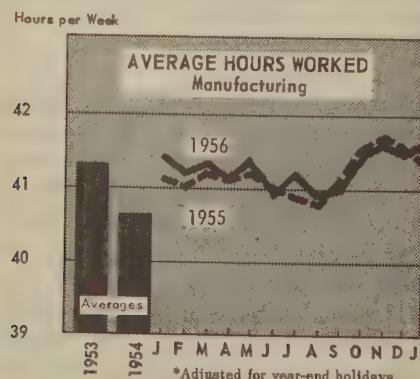
During the month, one area was reclassified from the substantial to the moderate surplus category. At March 1, classification of the ten areas in the region was as follows (last year's figures in brackets): in moderate surplus, 2 (6); in substantial surplus, 8 (4).

Local Area Developments

Vancouver-New Westminster (metropolitan). Remained in Group 1. Logging operations were slow in re-opening and sawmills and shingle mills operated at reduced levels owing to lack of orders. Residential construction remained slack but industrial and commercial construction continued to be active. Little change occurred in manufacturing employment; shipyards, structural steel plants and the garment trades were active. Excess labour supplies continued in almost all occupations but minor shortages of specialized technical, clerical and service workers were reported.

Victoria (major industrial). Remained in Group 2. Favourable weather during part of the month resulted in a resumption of logging activities in some camps but, on the whole, operations remained below normal. Some layoffs occurred in plywood plants. Employment in sawmills remained static but showed some improvement in shingle mills. Larger machine shops were active. Construction workers remained in heavy surplus as building programs were delayed. Job opportunities showed little change from the previous month.

Cranbrook (minor). Reclassified from Group 1 to Group 2.



NOTES OF CURRENT INTEREST

"Some" Easing in Demand For Building Labour Seen

The plans for 1957 of Canadian business, institutions, governments and householders involving capital expenditures of some \$8,500,000,000 represent an increase of 8 per cent over the record of \$7,900,000,000 spent in 1956. The rate of increase over the previous year, however, is considerably less than last year, when capital outlays were 17 per cent greater than in 1955.

These facts are given in the report presented to Parliament by Rt. Hon. C. D. Howe, Minister of Trade and Commerce, which has now been published by his Department under the title, *Private and Public Investment in Canada, Outlook 1957*.

"The present intentions, in over-all terms," the report says, "involve moderate further increases from the spending rates achieved during the last half of 1956. In the case of construction, a further increase of less than 3 per cent over the rate reached in the latter half of 1956 is anticipated. Non-residential construction is expected to show a further increase of about 11 per cent, but this increase will be largely offset by the anticipated decline in housebuilding activity.... On balance, present intentions will involve very moderate additional demands for construction materials and labour."

Further on, the report states: "It may be expected that the over-all requirements for construction labour will be little, if any, greater than was the case in the latter half of 1956. This, along with some anticipated increase in the labour force, may result in some easing in the labour situation."

However, the report adds, there will probably be a substantial increase in the demand for some kinds of tradesmen, such as steel workers and heavy equipment operators.

Canadian Labour Income At Record Level in 1956

Canadian labour income in 1956 reached a record total of \$14,284,000,000, an increase of 11.5 per cent over the 1955 total of \$12,810,000,000, the Dominion Bureau of Statistics has announced.

All major divisions shared in the year's increase.

Slightly more than one-half of the 11.5-per-cent gain was attributable to employment increase. The 1956 average of 4,338,000 paid workers with jobs was nearly 6 per cent greater than the 1955 average of 4,101,000.

Per capita weekly earnings in the major non-agricultural industries rose 5.5 per cent to \$64.19 from \$60.87 in 1955.

The factory work-week averaged roughly 41 hours in both years.

Newfoundland Ready to Enter Health Scheme

Newfoundland has approved the federal Government's hospital insurance proposals, it was announced by Health Minister Martin in the Commons last month.

The acceptance by Newfoundland brings to four the number of provinces that have indicated readiness to enter the plan. The other three are British Columbia, Alberta and Saskatchewan. Ontario has announced details of a hospital insurance plan that differs in some details from the federal proposals (L.G. Feb., p. 130).

Handicapped Placements At New High in U.S.

The 1,700 local offices of the United States employment service made more placements of handicapped workers last year than in any previous peacetime year, the Bureau of Employment Security, U.S. Department of Labor, announced last month.

The Bureau said 295,300 job openings in non-agricultural industry had been filled by handicapped workers. Handicapped placements were 31,000 greater than in 1955 and 107,000 larger than in 1954.

Accident Statistics

Industrial accidents in Ontario during 1956 injured 27,191 persons covered by compensation, compared with 23,483 in 1955, the Industrial Accident Prevention Associations report.

In January 1957, federal Government employees injured at work numbered 1,555, compared with 1,331 in January 1956 and 1,175 in December 1956.

U.S. Will Remain in ILO, For This Year at Least

Uncertainty as to the continued participation of the United States in the International Labour Organization has been allayed, for the time being at least, by two recent events. One of these was the publication of the report of an advisory committee appointed to look into the question by the U.S. State, Commerce, and Labor Departments; the other was the decision of the United States Chamber of Commerce to take part in the nomination of employer delegates to the ILO for 1957.

The ILO has been severely criticized by certain groups of United States employers, and was also under attack during the debate in the U.S. Senate last year over a bill to raise the maximum level of the United States contribution to the ILO.

Accusations made by the employers' groups were: that the so-called employer delegates from communist countries did not represent employers at all, but were simply puppets controlled by their governments; that there was too much emphasis in ILO activities on legislation and treaty-making; that the ILO was full of people who held statist or socialist views, and that the work of the ILO was coloured by such views; that the whole organization offered Labour an excellent opportunity to push one of its cherished aims—international collective bargaining.

The participation of the Chamber of Commerce in the activities of the ILO after this year will depend, the Chamber stated, on the findings of a proposed congressional inquiry into the ILO, on the result of the Executive Department's re-examination of ILO activities, on the way in which the U.S. Government puts into practice the fundamental principles already laid down for United States participation in the ILO, and on the means taken by the Government to bring about a more effective leadership in the ILO.

The report of the committee appointed by the three U.S. Government departments, headed by Joseph E. Johnson, President of the Carnegie Endowment for International Peace, and consisting of five experts in labour and foreign affairs, unanimously recommended "continued but more effective and vigorous participation in the ILO" by the United States.

As a means of bringing about this "more effective and vigorous participation" the advisory committee made certain recommendations, including:—

That the State Department clarify the part that the United States is to play in

the ILO "in furthering our broad foreign policy objectives".

That government officers, employers and labour should meet regularly to work out the aims of American policy, thus giving employers and workers the feeling that they had a share in shaping the country's foreign relations policy.

That the United States should continue to work towards weaning the ILO away from legislation and treaty-making. Meanwhile the Government should vote on ILO measures according to the principle involved rather according to the kind of legislation proposed.

(As an instance of following the opposite policy might be mentioned the United States opposition last summer to a proposal prohibiting forced labour, not because of any objection to the principle entailed but because the issue came to a vote in the form of a Convention—an action almost as binding as a treaty.)

That the United States should give more support and attention to ILO technical assistance programs, field services, and research and informational work.

That, besides supporting the three-party structure of the ILO, the United States should exploit it more effectively to show up the difference between free employers and workers and their communist-dominated counterparts.

That a vigorous educational campaign should be waged by the Government to publicize the ILO's activities, and to acquaint employers, Labour and the general public with its purposes.

Appeals for Setting-up Of Technical Institutes

If Canada's provinces would agree to the establishment of technical institutes in hundreds to turn out graduates capable of replacing misemployed engineers; most of the country's technical manpower shortage would disappear, according to D. A. G. Kelly, engineer and instructor at Ontario's Ryerson Institute of Technology, writing in *The Financial Post*, February 9 issue.

"Replaced engineers," says Mr. Kelly, "could move into the sort of work for which they were trained and the engineering shortage would be gone."

"From then on, universities could easily supply all engineers needed, while the technical institutes would fill the gap between engineer and tradesman."

In the long run, Mr. Kelly insists, "this scheme would save us money and serve us better, for it is much cheaper to train an engineering technician than an engineer

and the former is better suited, and perhaps happier, for the more practical work he would be required to do.

"Again, we should seriously consider making advanced education free to all, by issuing bursaries to clever students who can benefit from it."

Mr. Kelly's remarks came as an explanation for his assertion that there is no shortage of engineers in Canada, if they were used for design, research and management work for which they are primarily trained.

He contends that the demand for technical manpower has become exceedingly great, and that the old system in vogue before the Second World War of supplying all needs from universities has broken down.

He notes that industry today requires thousands of technical personnel at all levels from the practical journeyman to the design and management engineer. There are schools available to train journeymen and universities to train engineers; but provisions to train those who come in the in-between category are inadequate. It would be the job of the technical institutes to provide the latter.

Mr. Kelly noted that students, rather than attend night school classes that are presently available, but are designed in a haphazard way differing from province to province and city to city, should have available to them courses integrated into a national pattern so that their achievements would be recognized across the entire country.

Council of Women Urges Uniform Retirement Age

Intensified federal government efforts to develop public awareness of the need for establishing a uniform retirement age for both men and women, and for continued employment for older persons capable and desirous of working, were urged in a brief presented to Prime Minister St. Laurent last month by the National Council of Women.

Another brief to the federal Cabinet presented last month was submitted by the Canadian Federation of Agriculture.

The women's organization brief also recommended that legislative bodies make sure that women are offered, not only equal pay for equal work, but equal opportunity as well.

The Council also requested that the unemployment insurance regulation that imposes additional conditions on married

women applicants for benefit be rescinded. The regulation "creates hardship among the women affected and is the cause of ill-will towards the Unemployment Insurance Commission on the part of the women concerned," the Council said.

Among the requests included in the farmer's submission were those calling for:—

Easier credit terms for farmers.

Restriction on imports of certain farm products, including dairy items and potatoes.

Government aid to sell foodstuffs to Britain on credit.

A federal investigation of price spreads on farm products.

Abolition of trading stamps.

Increase in personal income tax exemptions.

The Federation also expressed support of the Government's national hospital insurance proposals.

Chamber of Commerce Urges Tax Reductions

Reductions in the lower and middle rates of personal income tax were urged by the Canadian Chamber of Commerce in its annual brief to Finance Minister Harris and Revenue Minister McCann last month. This would put more emphasis on effort and efficiency, the Chamber said.

The brief also called for reduction in the general rate of tax on corporate income and elimination of excess tax anomalies.

The suggested tax deductions should be announced in the 1957 Budget, the Chamber recommended, but should be deferred until inflationary pressures have abated.

More Apprentices Enrol, Increase Training in N.B.

At the end of 1956, the Apprenticeship Branch of the New Brunswick Labour Department awarded journeyman rating to 119 individuals, compared with 77 in 1955.

The number of active apprentices registered had risen to 954 in December 1956 from 884 in December 1955.

During the year the Branch added to its staff two additional field supervisors, and appointed a provincial advisory committee for the plumbing trade.

The Branch Director, B. W. Kelly, was appointed by the ILO to assist in setting up an apprenticeship training program in Burma.

CMA Opposes Increase In N.S. Compensation

Nova Scotia manufacturers have gone on record as being opposed to a proposed amendment to the Nova Scotia Workmen's Compensation Act that would bring old rates of compensation up to the present level, and allow those receiving the present rate to benefit from any future increase.

A brief on workmen's compensation, the N.S. Trade Union Act and health insurance was presented last month to the provincial Government by the Nova Scotia branch of the Canadian Manufacturers' Association.

The brief urged that any changes in the Workmen's Compensation Act deal directly with workmen's compensation, and that costs be carefully evaluated in relation to all industries in the province.

It was pointed out that all costs arising from the operation of the Act are borne by employers covered by the Act.

In regard to these costs, the brief points out, "43 per cent of costs arising from increases granted under the Workmen's Compensation Act will be borne by the coal industry of Nova Scotia".

The manufacturers asserted that the Trade Union Act in Nova Scotia has worked "remarkably well" and asked only one major change. The brief notes that the province is the only one which allows fewer than 50 per cent of the employees in an establishment to form a union.

In the matter of health insurance, the brief suggested a three-point program, urging government assistance to prevent a catastrophe, that government should not supplant private health schemes, and that any plan should have due regard for economy and avoid duplication.

U.S. Auto Companies Paid \$4 Million in SUB in 1956

Supplemental unemployment benefits totalling more than \$4,000,000 were paid out by the "big three" automobile companies in the United States between June 1 and December 1, 1956. On the latter date, their trust funds amounted to more than \$83,500,000, according to the United Automobile Workers.

SUB plans now cover about 2,000,000 workers—chiefly employed by automobile, can manufacturing, glass, rubber and steel companies.

In the most comprehensive report yet made on the operation of the automobile SUB programs, which were negotiated in 1955 and became effective in the middle of

1956, the UAW gives the following figures for the early part of last December:—

General Motors had a fund with a market value of more than \$52,000,000; the company paid out at least \$1,300,000 in total SUB payments, and its "trust fund position" (the relationship between the company's maximum liability and the current size of its trust fund) was 36.9 per cent.

The Chrysler Corporation had trust funds with a market value in excess of \$10,700,000, it had paid benefits totalling more than \$1,900,000, and its fund positions ranged from in excess of 27 per cent to about 40 per cent.

The Ford Motor Company made 48,000 payments, with the average cheque approximately \$16.40 and total benefits thus about \$786,760, its trust funds totalled more than \$20,600,000, and its trust positions were 33.5 and 35.2 per cent.

Guaranteed Weekly Wage Found in Many U.K. Firms

A guaranteed weekly minimum wage is in force in a number of the main industries of Great Britain. Some or all the workers in coal-mining, chemicals, transport, steel, textiles, building, engineering, metal manufacturing and agriculture are covered in various ways. They are guaranteed either a full week's wages, or a fixed proportion of that wage, or the rate for a certain number of hours.

Although these arrangements vary from industry to industry, they usually cover the extent of the guarantee, the method of reckoning payment, and the conditions under which it is to be paid. The guarantee may be either a minimum amount of employment for a fixed number of days, shifts or hours; or it may be a proportion of the worker's time rate. In most industries it ranges from two-thirds to four-fifths of the normal weekly hours or of the regular weekly wages.

Based on Time Rate

Most arrangements are based on a plain time rate regardless of whether the worker is on piece rates or time rates. In engineering, for example, "workers are guaranteed four days' employment in any pay week such as will enable them to earn during such period the equivalent of their consolidated time rate for 34 hours".

If an employee's earnings for part of a week are above his guaranteed minimum the arrangement does not apply; if they are not, the employer must make up the remainder. A worker who is temporarily

put on work other than his own as a rule does not lose, even though the rate for that work is lower than his regular rate.

Most agreements about the guaranteed work week require a worker to be always available during regular working hours and to be willing to do any work that is offered him. Sometimes a worker who is absent for one day loses his right to any guaranteed wage for the week. Other agreements provide for a proportionate reduction in the guarantee because of absence.

In boot and shoe manufacturing the guarantee of three-quarters of the weekly wage rate does not apply "in respect of all time lost by the operative on his own responsibility, through sickness or any other cause, and the week under the guarantee shall be reduced correspondingly".

Common features of most arrangements are that men and women have equal rights, and that there is no qualifying period of engagement. But some have penalties for absence without just cause during a fixed period previous to any claim in regard to the guarantee.

The guarantee is usually suspended in case of a strike, dispute, or lockout. In case of shortage of fuel, power or raw materials, or breakdowns, the employer may be absolved from the guarantee. Usually, however, no limit is placed on guaranteed payments during prolonged periods of short-time working extending over successive weeks, when none of the foregoing conditions apply.

A few agreements stipulate that nothing in the guaranteed week provision is to be taken as limiting the legal right of the employer or the employee to end a contract of service.

OLRB Lists Requirements To Transfer Jurisdiction

In giving its decision on a recent application for a declaration concerning status of a successor trade union, the Ontario Labour Relations Board has given its "views on the nature of some of the evidence to be submitted in support of applications under that section (44a of the Act) by trade unions claiming successor status".

"The Board will require, among other things, proof that the merger, amalgamation or transfer of jurisdiction has been agreed to by the predecessor trade union," the decision says. "Such proof may take the form of evidence that the merger, amalgamation or transfer of jurisdiction was approved at a meeting of the members of the predecessor trade union. If

such is the case the Board will require that the members of the predecessor be given effective notice of the calling of the meeting, preferably, although not invariably, in writing. In addition to the time, date and place of meeting, the notice should state the purpose for which the meeting is being called."

The application under consideration concerned the transfer of jurisdiction from Local 16-443 of the Oil, Chemical and Atomic Workers International Union to the United Packinghouse Workers, in the representation of employees of Canadian Canners Ltd., Strathroy.

OFL Brief Recommends Changes in Labour Act

A brief suggesting amendments and revisions to the Ontario Labour Relations Act, based on data gathered by a special committee at a series of public hearings in many Ontario centres during last summer (L.G. Aug. 1956, p. 972), was placed before the Ontario Cabinet on March 1.

The Labour Relations Committee which gathered the data for the report was sponsored by the Ontario Federation of Labour, and was under the chairmanship of Ted Goldberg.

The brief recommends, in part, that the Ontario Government take greater initiative in gathering information as to the effects and shortcomings of whatever labour legislation may be on the statute books at any particular time. "It should be constantly aware of changes in industry, changes which might require revision of the basic labour legislation...."

The brief notes that many of its specific recommendations entail additional responsibilities to be assumed by the Labour Relations Board, and that since the Board is presently handling more work than ever before in its history, some changes in its structure are in order.

Specific Recommendations

Some sections of the Act on which the brief makes special and specific recommendations are as follows:—

Certification, conciliation procedure, public employees, building trades, unfair practices and union security.

Members of the Labour Relations Committee, in addition to Ted Goldberg were: Richard Courtney, Eamon Park, Jack Piper, Bill Punnett, Henry Rhodes. Advisers to the Committee were David Archer and Russell Harvey.

Jodoin Asks Govt. Study Problems of Automation

"Organized labour is in favour of automation.

"We feel that the proper use of this new and developing knowledge can do much to fill the needs of the Canadian people, and of people in other countries," Claude Jodoin, President of the Canadian Labour Congress, told a meeting of the Empire Club of Canada in Toronto last month.

"The long-term benefits of automation, properly used, can be of great benefit to all," he added.

But the labour movement is concerned about some of the short-time problems arising from automation, especially the loss of jobs and the difficulty that the older worker whose job disappears because of automation will have finding new employment.

Granting that automation will in the long run produce more jobs, Mr. Jodoin pointed out that it was the "time lag between the introduction of automation and its eventual benefits" that is the cause of concern to the labour movement.

"We think a great deal of suffering can be avoided by determining, as far in advance as possible, what changes can be expected, and then seeing what can be done to meet them," the CLC President declared. He then suggested that the federal Government establish some sort of machinery that would provide for discussion and a gathering of the facts.

In an automated age, Labour sees the need for wages adequate to provide a market for the "great volume" of goods and services that will become available, he said.

While employers will want to re-train younger employees for automated jobs, this policy again raises the problem of the older worker.

Pension plans will take on new significance and the CLC will continue to urge adoption of an industrial pension scheme that will enable workers to contribute towards a pension without sacrificing their mobility.

There will be a tremendous demand for highly skilled workers; therefore opportunities for higher education should be extended. "There is an immediate need for the extension of university facilities and of bursaries, scholarships or some other form of assistance to students who have academic ability."

While on the subject of higher education, Mr. Jodoin commented on the "urgent necessity for improving the income of

members of university faculties". Canada needs not only more persons to give instruction in universities but the best persons available. He promised the support of organized labour in any negotiations university professors may undertake.

In his address Mr. Jodoin also suggested that the Government should undertake a study of the causes of industrial peace. He was sure that responsible union and management representatives would be glad to co-operate and that the universities would be of great assistance.

"We all stand to gain if the causes of industrial peace can be made more generally known and applied," he pointed out.

Earlier he had expressed the belief that labour and management were learning to settle more and more of their differences across a bargaining table and without work stoppages. This trend was likely to continue, he said.

The vast majority of collective agreements are reached by peaceful means: 95 per cent of the agreements negotiated in Canada last year were signed without a strike, Mr. Jodoin said. "Time lost through illness was 25 times that lost through strikes; through unemployment it was 30 times greater," he added.

The CLC President also told the gathering that there will be a continuing desire among those in the labour movement to strive for a better life for all people, that the CLC's top objective was a comprehensive plan of national health insurance (he said this was by no means a selfish objective, as most persons in the labour movement are already covered by hospital and medical plans forming part of collective agreements), and that Labour had an interest in the bettering of the conditions of the peoples in the underdeveloped countries.

1956 Immigration Higher By 55,000 over 1955's

Immigrants arriving in Canada during 1956 totalled 164,857. This was a marked increase over the 109,946 new arrivals in 1955, according to the Department of Citizenship and Immigration.

Of the 1956 arrivals, it was reported by W. A. McFaul, Montreal district superintendent of the Immigration Department, workers numbered 91,039 and dependents, 73,800.

There were approximately 300 physicians and surgeons; 1,000 graduate nurses; 900 professors and teachers; 1,300 professional engineers and more than 1,000 draughtsmen; 9,492 stenographers, typists and

clerks; more than 1,300 automobile mechanics and repairmen; 600 plumbers and pipefitters; 2,400 carpenters; 1,200 electricians; 1,300 metal fitters and assemblers; 2,300 brick and stone masons; and many other skilled tradesmen.

By racial origin, 51,319 of the 1956 entrants were listed as British, of whom 32,389 were English. This compares with 30,150 British, of whom 19,556 were English, in 1955.

The number of Hungarians arriving in Canada jumped to 4,274 in 1956, the majority of these entering during the last three months of the year. Their total for the preceding year was 427. Greeks, too, showed a pronounced rise, 5,236 entering in 1956, compared with 3,014 in 1955.

Italian and German immigrants increased sharply. During 1956 Italian arrivals totalled 29,806, compared with 20,247 for 1955. German immigrants totalled 26,457 in 1956, compared with 18,082 in 1955.

Disabled Allowances Paid To More Persons in 1956

The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 29,464 at September 30, 1956, to 30,716 at December 31, 1956.

The federal Government's contributions under the federal-provincial scheme totalled \$1,840,299.93 for the quarter ended December 31, 1956, compared with \$1,766,327.64 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$11,351,491.59.

At December 31, 1956, the average monthly allowance in the provinces ranged from \$33.73 to \$39.39. In all provinces the maximum allowance paid was \$40 a month.

Number of Payments to Blind Drops at Year-end

The number of blind persons in Canada receiving allowances under the Blind Persons Act decreased from 8,301 at September 30, 1956, to 8,297 at December 31, 1956.

The federal Government's contribution under the federal-provincial scheme totalled \$740,780.44 for the quarter ended December 31, 1956, compared with \$743,560.14 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$14,652,859.02.

At December 31, 1956, the average monthly allowance in the provinces ranged from \$37.44 to \$39.62. In all provinces the maximum allowance paid was \$40 a month.

Old Age Assistance Paid To Fewer Persons

The number of persons receiving old age assistance in Canada decreased from 91,641 at September 30, 1956, to 90,488 at December 31, 1956.

The federal Government's contributions under the federal-provincial scheme totalled \$5,124,703 for the quarter ended December 31, 1956, compared with \$5,137,771.19 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$98,913,100.31.

At December 31, 1956, the average monthly assistance in the provinces ranged from \$33.92 to \$38.20, except for one province where the average was \$27.77. In all provinces the maximum assistance paid was \$40 a month.

Canadian Labour Groups Operate 94 Credit Unions

Canadian labour union members now own and operate 94 credit unions, showing an increase of 10 new credit unions in 1956, according to a year-end report of the Credit Union National Association.

The 94 credit unions account for 8.8 per cent of the 1,068 credit unions started by labour unions in North America, and the 10 new credit unions tally 8.6 per cent of the 115 credit unions organized by labour people in 1956.

Last year 174 credit unions were organized in Canada, bringing the total for the country to 4,097. During 1956 credit unions increased 1,636 in North America. There are now 22,416 credit unions with 10 million members in all walks of life.

Ratio of Fringe Benefits To Wages in U.S. Is 6.5%

United States corporations disbursed \$187,900,000,000 in wages and salaries in 1956, a gain of \$13,500,000,000 over 1955, it was estimated by *The New York Times*, which based its figures on approximations of increases in various groupings in 1955 over 1954.

Fringe benefits were estimated at \$12,200,000,000, against \$11,082,000,000 in 1955. The ratio of welfare benefits to wages and salaries was 6.5 per cent compared with 6.4 per cent in 1955.

Of the total estimated \$12,200,000,000 paid out for welfare benefits by private industry in 1956, the largest amount was \$5,900,000,000 for pension and welfare funds.

Victoria NES Manager, Charles Mudge Dies

Charles A. Mudge, Manager of the National Employment Service office at Victoria, B.C., since its inception in 1941, died last month. He was 65 years of age.

Mr. Mudge was in charge of the provincial employment service in Victoria at the time this service was taken over by the federal Unemployment Insurance Commission.

AFL-CIO Executive Council Moves Against Corruption

An attack upon corruptive influences in the united labour movement highlighted the AFL-CIO Executive Council mid-winter meeting, held at Miami Beach, Florida. Three codes recommended by the AFL-CIO Ethical Practices Committee and designed to supplement and clarify the AFL-CIO's constitutional barriers against Communism and corruption were unanimously adopted by the Council.

A fourth code of ethical action was added by the Council in a major policy statement adopted at the meeting's opening session.

Ethical Practice Codes

The three Ethical Practice Codes recommended covered health and welfare funds; racketeers, crooks, Communists and Fascists; and conflicts of interest in the investments of trade union officials.

The code on health and welfare recommended, among other things, that union officials receiving full-time pay should receive no fees or salaries of any kind from a health, welfare or retirement program fund.

This code also banned union officials, employees or their agents from "compromising personal ties, direct or indirect, with agencies such as insurance carriers, brokers, or consultants doing business with the welfare plan".

It advocated that in cases where health and welfare benefits are provided through a commercial insurance carrier, the carrier should be selected through competitive bidding from a substantial number of "reliable companies" and the contracts awarded "on the basis of the lowest net cost for the given benefits submitted by a responsible carrier".

The code dealing with racketeers and subversives pointed out that each union has the "duty and responsibility...to see to it that it is free of all corrupt, Communist or Fascist influences.

"Consequently, a trade union need not wait upon a criminal conviction to bar from office corrupt, Communist or Fascist influences."

This code also recommended that two other groups be barred from gaining or holding union office:—

1. A person "commonly known to be a crook or racketeer preying on the labour movement and its good name for corrupt purposes..."

2. A member or "consistent supporter, or a person who actively participates in the activities of the Communist Party, or any Fascist or totalitarian group, which opposes the democratic principles to which our country and the American trade union movement are dedicated".

Conflicts of Interest

The code on conflicts of interests said that "no responsible trade union official should have a personal financial interest which conflicts with the full performance of his fiduciary duty as a workers' representative".

This code, in general, provides that no trade union official should own or have substantial interest in any business enterprise "with which his union bargains collectively, or in any business enterprise which is in competition with any other business enterprise with whom his union bargains collectively".

It pointed out that no trade union official should accept "kick-backs," under-the-table payments, gifts of other than nominal value or any personal payment other than for regular work performed for an employer-business enterprise with which the official's union bargains.

The code standards apply not only to investments made by union officials, "but also where third persons are used as blinds or covers to conceal the financial interest of union officials".

(Earlier this year, the AFL-CIO suspended the financial officers of two of its directly-chartered locals for failure to comply with the standards set up by the federation for ethical conduct. The men were Paul Dorfman, Secretary-Treasurer of a Chicago federal union, and Charles Naddeo, Secretary-Treasurer of a Philadelphia can-workers local.)

In its policy statement that added a fourth code to the three presented by the Ethical Practices Committee, the Executive Council said trade union officials and members have a responsibility to co-operate with government and public agencies seeking "fairly and objectively" to root out corruption in America.

A union official "has no right to hold office in his union" if he resorts to use of the Fifth Amendment on all relevant questions "for his personal protection and to avoid scrutiny by proper legislative committees, law enforcement agencies or other public bodies into alleged corruption on his part," the Council said.

The statement was adopted with only one dissenting vote.

Other features of the Executive Council meeting were:—

A warning to three unions—Laundry, Allied Industrial and Distillery—that they have 90 days to clean house of corrupt influences or stand suspended and face ultimate expulsion from the AFL-CIO.

A "go signal" for a major organizational campaign, in co-operation with affiliated unions, to seek substantial increases in union membership among the country's 13 million unorganized white-collar workers.

A reminder to state and city central bodies to speed up the merger process at once.

A call for wide revisions in the McCarran-Walter immigration bill to permit more immigrants to the United States, and specific steps to permit a greater entry of refugees from Hungary.

A series of economic statements, including calls for investigation of price inflation blamed on wage rises; improved tax benefits for lower and middle income families; a vastly improved social security program; and sharp criticism of the government's hard money policy and its hard impact on middle-income home-building.

Teamster Statement

A call for improved wages and retirement benefits for federal government employees.

Just prior to the opening of the AFL-CIO Council meeting, the International Brotherhood of Teamsters explained that it was solely concerned with whether the Senate committee in Washington, inquiring into union racketeering, was properly authorized. The union had refused the previous week to answer before the committee questions about its handling of union funds.

The union promised that it would go along with any group "duly constituted" by Congress to conduct such an investigation. The Teamsters earlier assured all its officials that they would not lose their jobs or face any other form of union discipline if they invoked the Fifth Amendment as a basis for withholding information.

The International Union of Electrical Workers, on the other hand, has ruled that any union officer who invoked the Fifth

Amendment in a Congressional investigation into racketeering would automatically be put on trial within the union.

U.S. Secretary of Labor James P. Mitchell, in a press interview prior to the Council's meeting, said union leaders should adhere to a higher standard of morality than ordinary citizens. He made it clear that he believed the same high standards should apply to leaders in business, government or any field in which individuals exercised as much responsibility as union heads.

During the pre-meeting period, the President of the Hotel and Restaurant Employees and Bartenders International Union announced that 300,000 union members would receive an estimated \$3,000,000 in tax refunds as a result of a ruling by the U.S. Treasury Department that workers should not pay income taxes on the value of meals and lodging furnished "at the employer's convenience".

The AFL-CIO's second biennial convention will open at Miami Beach, Florida, on November 18, the Council decided. The spring meeting of the Executive Council will convene in Washington on May 18.

U.S. Govt's. Money Policy Criticized by AFL-CIO

The AFL-CIO Economic Policy Committee recently made an examination of "money policy" of the United States Government and associated institutions. The results were contained in an article which appeared in the January issue of the Committee's monthly bulletin "Economic Trends". The article cited five points that supported the contention that price inflation in the money market has caused some fundamental disturbances in the economy. The points were:—

1. Business and agricultural borrowing has not been curbed; nor has the rate of investment for new plant and equipment slowed.

2. Discrimination between types of borrowers has developed.

3. Needed public buildings and activities have been postponed.

4. Profits of banking institutions have been increased.

5. The Treasury has been forced to reverse its policy of converting debt to long-term bonds.

The article said that each point showed the effect of the rise in interest rates; that each illustrated how good monetary intentions for helping the economy have produced serious problems elsewhere.

"Merger Increases Unions' Monopoly—But Not Much"

Does the merger of the AFL and the CIO lead us farther away from economic and political competition than we were before the joining of these two organizations? Will the degree of political "monopoly" be greater under the new federation than it was when the labour movement was divided?

These two questions were asked and answered by Carroll R. Daugherty, Chairman of the Department of Business Economics of Northwestern University, in a paper presented at the Ninth Annual Fall Conference of the Associated Industries of Cleveland, Ohio.

Regarding the first question, Mr. Daugherty pointed out that unions, like corporations, differed among themselves in the degree of control they exercise over their sides of markets. Some unions, such as the skilled building trades unions, have almost complete control. On the other hand, some, like those in the textile and shoe industries, have very imperfect control. Secondly, the speaker remarked that partial or complete monopoly on one side of the market had no significance except in relation to the degree of monopoly which prevailed on the opposite side of the market.

Mr. Daugherty conceded that the merger of the federations, through the consequent merging of rival unions, "will reduce competition and raise the degree of monopoly in the selling of labour services because employers will have fewer alternative sources of labour supply". But he held that, first, the best way for employers to meet this threat was for them "to get together on their sides of their markets in order to meet the union on equal terms". This he called "meeting more monopoly with still more monopoly".

Secondly, he pointed out that the lessening of inter-union rivalry was not an unmixed evil for employers. Although "many employers will hate to see the latter kind of competition pass away, because it enabled them to play one union against its rival...many other employers," he said, "will bless the name of merger because they and their employees were always being caught, with never a moment's stability, between the exaggerated demands and claims of rival organizing drives."

Even supposing that some employers on the whole did not like the probability of greater union monopoly, he argued against the practicability or desirability of government action to break up or prohibit union

mergers. He held that for the government to go "in a big way into the business of breaking up large economic organizations into their constituent units" would have unpleasant consequences for business corporations, and would also be impracticable. "Do you have any idea how big you would make government if it tried to police a general breakup movement?" he asked.

"Do you really wish government to prohibit industry-wide bargaining? Do you wish to encourage the practice of whipsawing, whereunder a strong national union plays one employer off against another?"

Mr. Daugherty admitted that market-wide bargaining led to industry-wide strikes; but, except in a very few industries like public utilities, railways, and some others, which anyhow required to be especially dealt with by government, he minimized the upset caused to the country by such industry-wide strikes.

To the question, "Will the degree of political 'monopoly' be greater under the new federation," Mr. Daugherty's answer was: "Yes, but not a whole lot".

Against a much higher degree of political power, Mr. Daugherty mentioned the make-up of the two principal political parties, the make-up of the electorate and the free and secret ballot system of voting.

But even supposing that the new federation were much more powerful politically than its predecessors, Mr. Daugherty thought that the possibility "need not make employers quail". He asserted that "it is possible for employers to organize successfully for political action" and that "political balance among organized groups is good for a municipality, a state, and the nation".

Unions, Local Councils Continue to Merge

A merger with the Textile Workers Union of America was approved last month by more than 95 per cent of the members of the independent Brussels Carpet Weavers Benefit Association, employees of Harding Carpet Co., Brantford, and Toronto Carpet Co., Toronto, in a referendum postal vote.

Following the vote the independent union formally applied for the merger with the Textile Workers, and a joint committee was appointed to arrange terms for the union of the two bodies.

A joint announcement by James Martin, Brantford, President of the Brussels Carpet Weavers, and Paul Swaity, Toronto, Canadian Director of the TWUA, said later that a merger conference had decided that applications for two charters would be made to

cover employees of each of the two companies, and that a national carpet council would be set up within the TWUA to cover all the principal carpet companies in Canada.

The Brussels Carpet Weavers Association has 128 members, and the Textile Workers Union has 17,000 members in Canada, according to *Labour Organization in Canada, 1956 Edition*.

The movement for the merger of local labour councils continued with the recent dissolution of The Island Labour Council (formerly CCL) and its reconstitution as the Nanaimo and District Labour Council (CLC). The dissolved Island Labour Council was one of the oldest in British Columbia. Jack Moore of the Port Alberni local of the International Woodworkers was elected President of the new body.

In the United States the General Executive Board of the International Ladies' Garment Workers' Union at its annual conference voted in favour of affiliation with the Industrial Union Department of the AFL-CIO.

A new proposal for amalgamation of the Brotherhood of Locomotive Firemen and Enginemen with the Brotherhood of Locomotive Engineers was made recently by

International President H. E. Gilbert of the BLFE. Several previous attempts at amalgamation have been unsuccessful. The last was made in 1949, when a merger plan was worked out jointly by committees of the two unions but was defeated in a vote taken among the Locomotive Engineers. The plan was overwhelmingly approved by members of the Firemen and Enginemen's Union.

Attempts to bring about a merger of the New York State bodies of the former AFL and CIO recently collapsed, leaving the two organizations as far apart as ever. The main obstacle to the merger is said to be disagreement over the division of officers and the question of which group should take precedence in a new body.

Under the terms of the national merger agreement George Meany, AFL-CIO President, has power to step in if state and city councils have not reached unity accords by next December 5.

Weekly Hours Reduced

A law reducing working hours for 2,500,000 East Germans from 48 to 45 a week has been passed by the Volkskammer (People's Chamber).

Labour Briefs Submitted to Provincial Cabinets

New Brunswick Joint Brief

Clarification of New Brunswick's Labour Relations Act so that cities, towns and municipalities would automatically become employers of labour was requested by the New Brunswick Federation of Labour and the New Brunswick Council of Labour in a joint brief to the provincial Cabinet January 31.

New Brunswick was the only province that made a distinction between municipal employees and other employees in labour relations legislation, the brief asserted.

The brief also asked for an amendment to provide for the appointment of a three-member arbitration board in cases where a no-strike clause is included in the provisions of union agreements and disputes arise between municipal bodies and unions of their employees. The chairman of such a board would be appointed by the provincial Minister of Labour.

A further request was that necessary amendments be enacted to the Labour Relations Act to include provincial government employees within the scope of the Act, including the right to their legitimate unions and to be certified and to bargain

collectively in the same manner as unions of employees in private industry.

An immediate start on the construction of the Chignecto Canal was urged by the labour brief.

We labour people like many other groups are considerably worried as to the effect on the economy of New Brunswick of the completion and full operation of the St. Lawrence Seaway project. No person can, of course, predict what its effect will be, but it is all too apparent that one of our largest sources of employment and income, our shipping industry, cannot but be adversely affected.

Loss of the greater part of the Atlantic shipping, which seems inevitable, will deprive many workers of employment and seriously curtail the earning power of many others, unless some means can be found of replacing that which will be lost.

Even before it was decided to proceed with the St. Lawrence project, the brief said, labour groups had been advocating and supporting construction of a canal through the Isthmus of Chignecto between New Brunswick and Nova Scotia, believing it was necessary to the development and prosperity of the Maritimes.

The brief also stressed that a prime requisite of modern industry was an assured and plentiful supply of electric power.

"It has been said that at least one large industry with great employment potentials was deterred from establishing in this province because of lack of this vital requirement," the brief said.

The organizations commended the New Brunswick government for expressing support of a national health plan and passing preliminary legislation. It urged the province use all means at its disposal to bring about the implementation of this plan.

Appreciation was also expressed for the extension of the benefit age of children and provision for legally adopted children under the Mother's Allowance Act.

Amendments which labour groups felt would increase the effectiveness of the Act were suggested. They included extension of the eligible age of children to 18 years and, in cases where they were attending educational institutions, to 21 years; elimination of limit on the number of eligible dependent children; and provision for handicapped children who might not otherwise be eligible for benefits.

The brief asked for legislation providing equal pay for equal work, regardless of sex.

Newfoundland Federation of

Partnership in the federal Government's national health insurance plan was urged by the Newfoundland Federation of Labour in a brief to the provincial cabinet late in January.

The Federation noted that the Newfoundland Government had indicated its interest in the plan and had already announced a provincial scheme to provide free health care for children up to the age of 16. "We are therefore puzzled as to why the Government has delayed its official endorsement of a National Health Plan."

The brief also asked for the abolition of court injunctions in settling labour disputes.

Referring to Newfoundland's Shops Act "and its many local extensions which are presently in force throughout the province," the brief said there were many aspects of the Act with which Federation disagreed.

In establishing opening and closing hours for retail and wholesale establishments, the various Shops Acts have created an obstacle in the path of collective bargaining by forcing unions to be content with unsatisfactory hours of work and also by restricting the freedom of employers to conduct their business in such a manner as to render maximum public service.

We are vigorously opposed to exploitation of women and the obvious efforts of many employers to lower wage standards of both men and women in the flimsy assumption that because a woman is a woman, she is not entitled to the same remuneration as a man, whether or not she does the same work.

Increased workmen's compensation benefits were also urged: the basic rate of compensation to 75 per cent of the injured workmen's current income, maximum earnings on which rate is based to \$4,000 a year, widows' pensions to \$60 a month, children's allowance to \$20 a month and orphans' to \$30 a month.

The brief said employers convicted of unfair labour practices should be required to reinstate, with reimbursement for time lost, employees who had been discharged for union activities.

When there is a change in company name or ownership, the new employer should be required, under the labour act, to respect the collective bargaining relationship established under the previous management.

Other proposals of the joint brief were: the addition of the checkoff to the labour act; coverage of all workers under the paid vacations' act; support for a Canadian shipbuilding industry; and an industrial pension plan.

Labour

Urging transformation of the Act into "workable legislation," the Federation said it had in mind the establishment of a provincial Hours of Work Act.

The transfer of administration of the Act from the Department of Provincial Affairs to the provincial Department of Labour was suggested.

The brief requested that a tripartite commission composed of government, management and labour representatives be set up "to seek out the cause and provide a remedy for unemployment".

"Newfoundland's buoyant economy," the brief said, "is still plagued by the dread disease of seasonal unemployment."

The brief complained that the provincial Government was paying skilled carpenters hired to do Government work a minimum wage rate of 90 cents an hour. This rate, it said, was "completely out of line with present prevailing rates".

Included in the brief were requests that the provincial Government speed up work on the Trans-Canada Highway, that interest rates of finance companies be curbed,

that daylight saving time be extended to the last Sunday in October, that jury fees be increased, and that Labour Day be made a compulsory holiday.

District 26, United Mine Workers

The Nova Scotia coal industry was general in better condition, the United Mine Workers District 26 said in a brief to the Nova Scotia Government January 31. It expressed concern, however, over increased use of oil and the possible effects of the St. Lawrence Seaway and the trans-Canada pipeline.

The UMW called on the Government to do what it could to protect the industry, which, it said, directly affected 128,000 persons in Nova Scotia.

One of the chief recommendations, made in earlier briefs, called for a labour representative on the Dominion Coal Board. The brief said that "in view of the most responsible and patient attitude of the United Mine Workers of America to the problem besetting the coal industry, we rightfully expect a voice in the deliberations of this Board".

The brief's suggestions included recommendations that a provincial tax be imposed on imported fuel oil, that the province lead the way by burning coal in all its buildings, that federal subventions on coal movements be guaranteed not to decrease for five years, that an investigation be made into possible effects of the St. Lawrence Seaway, and that "compensating arrangements to be made by the

In its conclusion the brief said the Apprenticeship Branch of the provincial Department of Labour was "deserving of special commendation".

Government" should the trans-Canada pipeline affect the Maritime economy adversely.

Other recommendations called for:—

The opening of a new coal mine in Pictou County, where only two mines now operate and one "is in danger of being closed at any time".

The immediate establishment of a vocational school in Cape Breton.

The use of coal to accomplish any future expansion of electrical energy.

The brief contained a series of recommendations on compensation payments, pensions, safety, sanitation in washhouses and funeral expenses of accident victims.

In its request for subvention guarantees the union was repeating earlier suggestions for helping long-range contracts. Because the payments are established on a year-to-year basis, the union said coal companies are unable to sign long-range contracts. The brief said that a five-year guarantee "would have a most stabilizing effect on the coal industry".

The brief, presented to Premier R. L. Stanfield and his Cabinet by District President Tom McLachlan, said the Nova Scotia coal industry could look to the future with "some degree of optimism".

Charlottetown and District Labour Council

A request for enactment of minimum wage legislation to apply to industrial workers and wage earners in urban districts, which would establish a minimum wage of \$35 for a work week of 44 hours, was requested by the Charlottetown and District Labour Council in a brief recently submitted to the Executive Council of the Government of Prince Edward Island.

The brief further requested that the Act should provide for one week's holiday with pay for the first year of service for all employees in industry or urban service, and two weeks with pay thereafter.

The Labour Council also asked that a Labour Relations Board be set up, as had been promised, with fair representation for labour.

The brief expressed serious concern at the frequent occurrence of industrial acci-

dents, particularly in the construction industry. Many of these accidents were due, the Council asserted, to lack of proper equipment and supervision. The employment of a full-time safety officer to enforce the provisions of the Workmen's Compensation Act was urged.

The Council signified its satisfaction that a Labour Department had been set up in the province.

Provision by the Government of the necessary books was suggested as a means of helping to meet the increasing cost of high school education, which the Council said should be within the reach of all.

The brief noted with satisfaction that the federal Government had "agreed in principle to the instituting of a national health plan, for the provinces and federal Government to arrange jointly". It added:

"We sincerely hope that your Government will give your wholehearted support to this worthy and necessary legislation."

The Council reiterated its request that certain amendments should be made to the Trade Union Act.

Proceedings of Parliament of Labour Interest

Housing

January 21

Minister of Public Works, Hon. R. H. Winters, announced an increase in the interest rate on National Housing Act loans from 5½ per cent to 6 per cent, effective January 22, 1957. Such increase, he stated, is designed to encourage the flow of money into the housing field.

Harold E. Winch (CCF, Vancouver East) urged the Government to "show greater interest" in the "serious problem of supplying low-rental housing for our old age pensioners and others in the same category".

Health Insurance

January 22

The Government has no intention of modifying its health insurance proposal, the Minister of National Health and Welfare stated, "because, on analysis, the proposal will be found to be a most generous one".

January 29

Asked by Stanley Knowles (CCF, Winnipeg North Centre) if he was in a position to make a statement to the House on the present state of negotiations between the province of Ontario and the federal Government, Mr. Martin replied there was nothing more he could add at this time to what he had already said.

February 4

The Prime Minister tabled copies of the correspondence between the federal and Ontario governments, complying with a request by Stanley Knowles (CCF, Winnipeg North Centre).

February 5

The Minister of National Health and Welfare informed the House that the government of Newfoundland had accepted the federal government proposal.

February 13

"Great progress" towards a hospital insurance plan in his talks with Premier Frost of Ontario was reported by the Minister of National Health and Welfare in reply to inquiries.

Education

January 24

A motion to have the Government consider the advisability of introducing legislation to provide national scholarships and bursaries for students at the university level in financial need was proposed by A. H. Hollingworth (L, York Centre).

The debate was adjourned.

January 28

R. R. Knight (CCF, Saskatoon) renewed his plea for financial assistance, through grants to the provinces, for the expansion and equalization of educational opportunity across Canada, "without encroaching in any way on the exclusive jurisdiction of the provinces in this field".

The Minister of Justice, Hon. Stuart S. Garson, replied that the provision already made by the Government is the only one which can be made that does not encroach on the jurisdiction of the provinces.

January 29

In committee of supply, the sum of \$7,986,000 for grants to universities was approved.

During the discussion, the Prime Minister reaffirmed the federal Government's position that it had no wish to establish any kind of control over the freedom of universities nor of infringing on provincial jurisdiction.

Leon Balcer (PC, Three Rivers) broke with his party and opposed the grants, claiming that they were "but another step on the part of the federal Government towards federal centralization".

Collective Bargaining with Government

January 24

Stanley Knowles (CCF, Winnipeg North Centre), referring to the Prime Minister's reply to the Canadian Labour Congress regarding a study of collective bargaining between the Government and civil servants, asked if it meant that the matter would be given a "new look" and further studied. Mr. St. Laurent replied as follows:

I made the statement, and it is my personal position, that I have always felt that collective bargaining did not meet the constitutional practice of our system with

respect to the Civil Service. When I heard that some form of collective bargaining was in operation—I do not know how far it goes—in the United Kingdom, I asked that further information be obtained as to what it was and how it works. That is as far as I went.

Civil Servants' Right to Take Other Work

January 25

He would not consider it proper for a civil servant to engage in other work if it in any way interfered with good public relations of his office or with the proper and efficient discharge of the duties of that office, the Minister of Labour replied when questioned by Clarence Gillis (CCF, Cape Breton South).

Income Tax Act

January 28

A motion proposing a one-year time limit for reopening of income tax returns in cases of persons earning \$10,000 and less was defeated by a vote of 92 to 55. Mover of the motion was H. O. White (PC, Middlesex East).

February 18

An amendment to the Income Tax Act to remove the 3-per-cent floor on medical expenses deductible for income tax purposes was proposed by Stanley Knowles (CCF, Winnipeg North Centre).

Voluntary Revocable Check-off

January 29

Stanley Knowles (CCF, Winnipeg North Centre) moved the second reading of his Bill to incorporate into the Industrial Relations and Dispute Act the voluntary revocable check-off of union dues. Motion defeated by a vote of 105 to 66.

Legality of Trading Stamps

January 29

Questioned by M. J. Coldwell (CCF Party Leader, Rosetown-Biggar) as to whether the Government has reached any conclusion with regard to the legality of trading stamps, the Minister of Justice stated:

...we have upon the books now a law against trading stamps which has been in existence since 1905. It was continued at the last consolidation of the Criminal Code notwithstanding the fact that we received representations upon behalf of the trading stamp companies to have it repealed. This law is still in existence. The position that

we have taken is that we should like to have this law tested before we ask Parliament to consider any amendment to it if for no other reason than to know with greater assurance the nature of the amendment that might be required.

Disabled Persons

January 29

The Minister of National Health and Welfare replied to a question by Clarence Gillis (CCF, Cape Breton South) as to whether any revision had been made in the definition of total and permanent disability under the Disabled Persons Act.

After a meeting of federal and provincial government representatives held late last fall, he said, at which the regulations were considered, a revised definition was drafted and sent to the provinces for their consideration. As soon as the provinces make known their wishes on this and other proposed regulations, the Government will lose no time in going ahead.

Old Age Pension

January 30

Stanley Knowles (CCF, Winnipeg North Centre) asked if the Government was considering amending the Old Age Security Act to permit payment of pension to persons who have qualified and have subsequently moved to another country for health or other reasons.

The Parliamentary Assistant to the Minister of National Health and Welfare replied that, being a matter of government policy, any proposed legislation would be announced by the Government at the appropriate time.

Solon E. Low (Social Credit Party Leader, Peace River), asked if, in view of the fact that sessions of provincial legislatures are now commencing and their budget preparations are already well advanced, the Government did not consider it unfair to the provinces to delay further any announcement concerning old age pension increases.

In the absence of the Minister of National Health and Welfare, the Prime Minister said the Government had reached no decision but that as soon as it does it will be announced in the House.

Transfer Rights of Pensions

January 30

Stanley Knowles (CCF, Winnipeg North Centre) asked if the Government has taken steps, or is studying the possibility of taking steps, to encourage and facilitate the mobility or transferability of pension rights with respect to employees in both

private industry and the public service; also if the Government has received requests for the establishment of a national industrial pension plan and, if so, what was the Government's reply.

The Minister of Labour said a study is being undertaken of the effects of pension plans on the employment of older workers, including questions of transferability and mobility of pension credits.

Representations had been received from the Canadian Labour Congress and the Canadian and Catholic Confederation of Labour in their memoranda to the Cabinet. It had been suggested, said the Minister, that the implications of various proposals such as those included in the briefs might be discussed further by representatives of the central labour federations with appropriate departments of government.

Unemployment Insurance Act

January 30

The Government has not under consideration amendments to the Unemployment Insurance Act in line with proposals submitted in the brief of the Canadian Labour Congress during the present session of Parliament, the Minister of Labour stated in reply to an inquiry by Michael Starr (PC, Ontario).

February 4

Announcement of an unemployment insurance plan for fishermen was made by the Minister of Labour.

Under the plan, commercial fishermen will be covered regardless of whether they are wage earners, working on shares or operating alone. Contributions will commence April 1 next and consideration of applications for benefit January 1 next (see p. 358).

February 19

G. R. Pearkes (PC, Esquimalt-Saanich) asked if consideration would be given to allowing contributions to be made on a seasonal basis, which, he said, would be more acceptable both to the industry and the fishermen of the West Coast.

The Minister of Labour said he had received representations from West Coast fishermen and members of the Fisheries Council. They were receiving careful consideration by the officials responsible for working out the regulations.

Canada Council

February 5

The Prime Minister expressed the hope that it would be possible to secure the acceptance of the required number of

members of the Canada Council in order that it may exist as a corporate body before March 31.

February 6

Bill received first reading.

February 15

Bill read a third time and passed on to the Senate.

National Museums

February 8

An amendment to the Northern Affairs and National Resources Act to provide for two national museums in place of one as at present, to be known as the Canadian Museum of Natural History and the Canadian Museum of Human History, was introduced by the Hon. Jean Lesage.

Canada Elections Act

February 15

Bill introduced by Ray Thomas (SC, Wetaskiwin) to require the political affiliation of the candidate to be printed on the ballot papers used in federal elections.

Employment

February 19

In reply to an inquiry by E. D. Fulton (PC, Kamloops) concerning the unemployment situation this winter, the Minister of Labour made the following statement:

At January 19, 1957, the number of persons with jobs was estimated at 5,393,000, some 162,000 lower than at mid-December but still about 162,000 higher than in January a year ago. Persons without jobs and seeking work, according to the Dominion Bureau of Statistics survey, rose to an estimated 303,000, which was some 17,000 more than in January 1956 and about 60,000 less than in January 1955.

The increase this January over last comes primarily from such seasonal industries as construction, lumbering, logging and transportation. Bad weather and the effects of the CPR strike all contributed to the layoffs.

In this connection I think I should acknowledge and commend the vigorous and co-ordinated efforts now under way in many localities across Canada to increase winter employment opportunities. These steps are making a definite contribution to the maintenance of employment. Without them, unemployment this winter would be much higher than it is.

Succession Duty Act

February 19

Although a revision of the Succession Duty Act is almost complete, the Minister of Finance, replying to E. G. Hansell (SC, Macleod), said he did not think there would be an opportunity to bring it before the House during the present session.

Quebec Federations Merge

Quebec Provincial Federation of Labour and the Quebec Federation of Industrial Unions unite to form Quebec Federation of Labour (CLC), bringing to seven the number of provinces in which mergers completed

The Quebec Federation of Labour (*La Fédération des Travailleurs du Québec*) came into being on February 16 at Quebec as a result of the merger of the Quebec Provincial Federation of Labour (TLC) and the Quebec Federation of Industrial Unions (CCCL).

Quebec thus becomes the seventh province* to amalgamate its organizations affiliated with the Canadian Labour Congress. The third largest labour organization in Quebec, the Canadian and Catholic Confederation of Labour, which has about 100,000 members, is at present carrying on negotiations with the CLC.

The 428 delegates from these two federations, representing some 200,000 members, accepted the merger unanimously and adopted the new constitution without discussion.

Roger Provost, President of the former QPFL, was elected President, while J. R. Lamoureux, President of the former QFIU, was chosen 1st Vice-president.

The question of health insurance held the spotlight, the delegates calling, often with vehemence and always unanimously, for a plan to be financed by the province with the help of the federal Government.

The convention also declared itself to be in favour of affiliation of the CCCL with the CLC, considering such a step to be the logical outcome of its own merger.

Representing 420 local unions and ten labour councils, the delegates also adopted resolutions calling for:—

Establishment within the QFL of a workman's compensation committee;

The founding of a bilingual monthly publication;

Moral and financial support for the miners of northern Quebec.

Two resolutions calling for the official support of the QFL for "Reassembllement" (an educational and democratic action movement) were referred to the Executive Committee without discussion.

*In Ontario the merger convention is to be held at the end of this month, and in New Brunswick during the month of August. Moreover, of the 39 cities and districts in which there are two councils, amalgamation remains to be completed in only about a dozen. It is expected that all provincial federations and all councils will be merged by the end of the year.

The two-day convention closed with a banquet at which some 600 persons were present and during which there was not a single speech. An impressive number of distinguished guests were present, however, including Gérard Picard and Jean Marchand, President and Secretary respectively of the CCCL.

Opening of the Convention

Under the joint chairmanship of Roger Provost, President of the QPFL, and J. R. Lamoureux, President of the QFIU, the convention opened at the Chateau Frontenac in Quebec on February 15.

Representatives of the provincial Government, the City Council and the Executive Committee of the Canadian Labour Congress attended.

Stating that this convention was certainly the most important one he had attended in 43 years, the Hon. Antonio Barrette, provincial Minister of Labour, stressed the fact that the labour unions have a vital part to play and that their existence is necessary in the modern world.

He painted a picture of the industrial development of the province of Quebec during the last few years and called for the support of the labour world.

His Worship Mayor Wilfrid Hamel said that the labour movement is gaining increased importance in Quebec as a result of this merger and that for that very reason it will be called upon to play a part still more to the advantage of society.

Rev. Father P. D. Morin, Chaplain of the International Association of Fire Fighters in Montreal, spoke briefly, calling the merger "the most beneficial action which could be taken".

Three members of the CLC's Executive Committee also spoke.

Gordon G. Cushing, Executive Vice-president, pointed out that Quebec should be endowed with a strong and vigilant labour movement to go hand in hand with the industrial development of the province.

Donald MacDonald, Secretary-Treasurer, stressed the fact that only 27 per cent of Quebec's workers belong to labour organizations—this being the lowest average after the Prairie Provinces (26 per cent—while in British Columbia the proportion is 72 per cent.

The Quebec Federation of Industrial Unions held its fifth and last convention at Quebec on February 13 and 14, giving its unanimous approval to the merger agreement with the Quebec Provincial Federation of Labour.

Under the chairmanship of R. J. Lamoureux, some 200 delegates enthusiastically welcomed ratification of the merger agreement. Claude Jodoin, President of the Canadian Labour Congress, was present when this decision was made.

Jean Marchand, General Secretary of the Canadian and Catholic Confederation of Labour, which is now carrying on negotiations with the CLC, stated that the CCCL, aware of the fact that the present-day division of the labour world is contrary to the best interests of the workers, "is more than ever desirous of real unity of labour action with the CLC". He specified, however, that the CCCL cannot "renounce its own entity".

One of the outstanding features of this last convention was a talk by Pierre Elliot Trudeau, Vice-president of the education and democratic action movement known as "Rassemblement"; in the course of his talk Mr. Trudeau said that it is absolutely necessary to arouse the people of Quebec to political consciousness.

Mr. MacDonald also protested against the differential in wages between Quebec and Ontario, stating that the divergence is becoming more pronounced all the time.

Claude Jodoin

Canadians will eventually succeed in having only one central labour organization, CLC President Claude Jodoin said in his address to the opening session of the merger convention.

Noting that all the provincial federations will have merged by the end of the year, Claude Jodoin added that total unity will be achieved in the country by agreements in which all will participate.

Referring to the affiliation of the CCCL, he called on the delegates not to prejudge the results of the negotiations now going on.

Mr. Jodoin also dealt with the objectives of the CLC, stressing particularly the need for a health insurance plan and calling on the delegates to use their influence to try to obtain such a plan.

On the federal level, the CLC President dwelt on union recognition for civil

servants, stating that the Government, in refusing this right, "is setting a very bad example for private enterprise".

The labour movement does not want to become powerful in Canada in order to exercise control, he pointed out, but rather to "better protect the rights of all workers in the interests of all citizens".

In closing, Mr. Jodoin reminded his listeners that the establishment of free trade-unionism in all countries of the world is the only guarantee of lasting world peace.

Roger Provost

On his election as President of the Quebec Federation of Labour, Roger Provost declared that health insurance, equality of wages and complete labour unity for the workers of the province are among the foremost objectives of the new federation.

He also mentioned the complete right to strike and entire freedom of association.

In order to attain this comprehensive program of union activity, Mr. Provost urged the members to adopt a new trend in politics.

"Because of the introduction of politics in the economic and social fields," he said, "it has become necessary to work towards giving an aspect to politics which will be in accordance with our desires."

The President emphasized the need to obtain, for Quebec workers, equality of wages with the other industrial provinces.

"Now that the nightmare of inter-union quarrelling has disappeared," he added, "we can devote more effort to the organization of unorganized workers, and we must see to it that the province of Quebec ceases to be the industrial province whose workers are the least well paid."

Dwelling on the need for a health insurance plan, Mr. Provost stated that "we have reached a point where, under cover of autonomy, the worst abuses are being committed and the workers are being prevented from attaining that security to which they are entitled".

As for labour unity, he stressed the fact that this will not be complete "until all bona fide union groups belong to the same organization and present a common front".

Mr. Provost also denied the Government's right to limit the right to strike, stating that "the workers are sufficiently conscious of their responsibilities to limit their right to strike themselves if they consider such a step necessary for the general good".

In encouraging the members of the new federation to engage in political action, Mr. Provost also urged them to study new



1st Vice-President R. J. Lamoureux (l) and President Roger Provost of the new QFL

political groups and to support those whose ideal "corresponds to that of the labour movement".

Health Insurance

The new federation's first act was to approve, unanimously and enthusiastically, a resolution calling for the setting up of a health insurance plan to be financed by the province with the help of the federal Government.

The resolution favours a plan covering medical, surgical and hospital expenses, available to all classes of society. Such a plan should, moreover, leave each person free to choose his own doctor and hospital, and should be administered on a provincial basis.

Seven delegates spoke in favour of such a measure.

Roméo Girard, Secretary of the Montreal Trades and Labour Council, urged that "playing politics" be forgotten when the health of the people is at stake.

Bernard Shane, Vice-president of the International Ladies' Garment Workers' Union, pointing out that the medical centre set up in Montreal for members of his union has made it possible to discover a considerable number of illnesses which might have become very serious, stressed

the fact that only members have this protection, whereas there should be a plan covering the entire population of the province.

Louis Laberge, President of the Montreal Trades and Labour Council, stated that "the working class is in absolute need of health insurance"; he called on the labour movement to do something right away about obtaining such a plan.

(During the convention, Mr. Provost revealed the fact that a brief on health insurance, prepared jointly by Quebec's three labour organizations, would soon be presented to the provincial Government.)

Affiliation of the CCCL

The Quebec Federation of Labour declared itself to be in favour of affiliation of the Canadian and Catholic Confederation of Labour with the Canadian Labour Congress.

In accordance with the wishes of the President himself, the delegates adopted a resolution, with no dissenting votes, favouring affiliation of the CCCL. There were, however, several abstentions.

The nine delegates who spoke were all in favour of affiliation in principle, but two of them implied that they did not want affiliation "at any cost".

The resolution, which was of a general nature, pointed out that the alternative to affiliation of the CCCL "will be a long series of inter-union struggles, veiled or open, the main result of which, whatever the issue may be, will be to lessen the strength and effectiveness of the labour movement in Quebec".

Setting the tone of the discussion, Roger Provost said that affiliation of the CCCL is the logical outcome of the merger of the Quebec Provincial Federation of Labour and the Quebec Federation of Industrial Unions.

"No one with the efficiency of the labour movement at heart can be opposed to this resolution," he said.

The President reminded the delegates that the Executive Committee of the CLC has been given the mandate of negotiating an agreement with the CCCL; it is not up to the unions and federations, he said, to decide how and in what way unity will be accomplished.

Jean Marie Bédard, representing the International Woodworkers Union, stated that the Quebec worker is losing out in wages as a result of the division in the world of organized labour.

"We must find a way to speed up unity," he said. "The Quebec worker is losing out in earnings, and that is more important than concern for jurisprudence."

Jean Gérin-Lajoie of the American Metal Workers' Union likewise stressed the fact that neither questions of jurisdiction nor questions of principle should constitute obstacles to the CCCL's affiliation.

Roméo Mathieu, Secretary-Treasurer of the old QFIU, also stated that it would be "selfish and anti-Christian to refuse to accept other organized workers in our ranks". Calling on the delegates to judge a labour association by its aims, he warned them against setting up barriers, which would do nothing but harm to the Quebec worker.

Speaking on behalf of the Canadian Brotherhood of Railway Employees and Other Transport Workers, William Dodge said that he looked forward to the day when he would meet the members of the CCCL at a convention.

"These are men of superior intelligence," he said, "of firm principle, whose devotion to the working class is even greater than ours."

The only two delegates to temper their remarks were Hector Marchand, President of the Montreal local of the International Longshoremen's Association, and Louis Laberge, President of the Montreal Trades and Labour Council. The former called on the CCCL "to take action"; the latter said that the QPFL "will go ahead anyway without the CCCL".

Elections

The choice of the Executive Committee of the new federation, made separately in accordance with the terms of the merger agreement between the QPFL and the QFIU, caused no surprise. A vote was held only for the position of Secretary, which fell to the former QPFL; in this vote Armand Marion, who already held the post, won out over Roméo Girard.

The Executive Committee of the new federation is as follows:—

Chosen by the former Quebec Provincial Federation of Labour: President, Roger Provost, Montreal; 2nd Vice-president, Edouard Larose, Montreal; Secretary, Armand Marion, Montreal; nine directors: textiles, Oscar Longtin, Valleyfield; needlework, Maurice Silcoff, Montreal; construction trades, Henri Rochon, Montreal; wood products, Richard Garneau, Quebec; pulp and paper, J. B. Hurens, Quebec; transportation equipment, Louis Laberge, Montreal; services, Gaston A. Ramat, Montreal; non-durable goods, André Courchesne, Quebec, and John Purdie, Montreal.

Chosen by the former Quebec Federation of Industrial Unions: 1st Vice-president, R. J. Lamoureux, Montreal; Treasurer, Roméo Mathieu, Montreal; six directors: mines, Patrick Burke, Noranda; transportation, Eucher Corbeil, Montreal; foods and beverages, Roland Goedike, Montreal; municipal employees, J. M. Périard, Montreal; durable goods, René Martin, St. Jean, and Gérard Poirier, Montreal.

The following eight honorary officers were also chosen: *by the QPFL*—President, Marcel Francq; Vice-presidents, Raoul Trépanier, Bernard Shane and J. H. D'Aoust; *by the QFIU*—President, Philippe Vaillancourt; Vice-presidents, J. P. Tessier, Donat Archambault and Miss Huguette Plamondon.

During the winter months of 1956—April to October—registered unemployed in New Zealand increased from 76 on April 30 to 505 on August 31, then decreased to 309 on October 31. The peak registration of 505 was the highest since 1946, when 593 were registered as unemployed in June of that year. The 505 unemployed formed only 0.06 per cent of the labour force.

Preliminary Report, Royal Commission on Canada's Economic Prospects

Many forecasts and recommendations made by five-man body for 25-year period 1955 to 1980. Those of most interest to Labour described here

The preliminary report of the Royal Commission on Canada's Economic Prospects was published on January 10*. It contains a number of forecasts and recommendations. A summary of those which most closely affect labour was given in the February issue of the *LABOUR GAZETTE* (p. 129). Thirty-four studies that will be published separately are listed in an appendix to the report.

The predictions contained in the Commission's report are based on a number of assumptions, the chief of which is that, during the 25-year period covered by the inquiry, 1955 to 1980, there will be no big war, no serious business depression and no prolonged periods of mass unemployment such as occurred in the 1930's.

Forecasts

The forecast that the population of Canada will reach 26,650,000 by 1980 is based on mortality and fertility rates which take into account present trends, and upon a net rate of immigration of 75,000 per year.

"The estimates of fertility rates are... conditioned by assumptions about general prosperity and employment in Canada over the next two or three decades," the report states. Briefly, these assumptions presume that there will be no "prolonged decline in business activity".

"Net immigration is influenced by comparative levels of economic activity in Canada, Western Europe and the United States. It is also affected by political events, by the risks of war, and by the migration policies of the governments concerned," says the report. "Because it is a function of so many variables it is impossible to predict.

"If net immigration runs at an annual rate of 75,000, the population of Canada by 1980, according to our estimates, will be 2,500,000 more than if it were augmented by natural increase alone," the Commission says.

If an annual immigration of only 50,000 is assumed the population would be

The task set before the Royal Commission on Canada's Economic Prospects when it was appointed in June 1955 was implied in the title given to the five-man body headed by Walter L. Gordon of Toronto. In the words of the order in council that established the Commission, it was "to inquire into and report upon the long-term prospects of the Canadian economy, that is to say, upon the probable economic development of Canada and the problems to which such development appears likely to give rise".

25,770,000 by 1980, while a rate of 100,000 a year would give a population of 27,535,000 by the end of the period.

Labour Force

The labour force, according to the definition used in the report, includes all those 14 years of age and older who are employed or looking for work. It does not, however, include those in the armed forces, in hospitals, jails or other institutions, or on Indian reserves.

The report points out that "over the past decade the labour force has not been growing so fast as the population as a whole". Although the proportion of women in the labour force has been increasing—a trend which is expected to continue—there has been a decline in the proportion of young men entering the labour force and a tendency towards earlier retirement of older men.

The Commission expects the trend towards later entry into the labour force to continue, but anticipates that the increase in the proportion of those 65 years of age and older who drop out of the labour force will "flatten out" in the future.

We are assuming that unemployment will not be relatively higher on the average over the next 25 years than it has been over the last five years. Thus we assume that the average level of unemployment will be 3 per cent of the labour force.

On these assumptions, and with an assumed immigration rate of 75,000 a year, the Commission estimates that the proportion of the male population 14 years of age and over who will be in the labour force in 1980 will be 80.2 per cent. It is estimated to have been 82 per cent in 1955.

*Obtainable from the Queen's Printer, c/o Supervisor of Government Publications, Ottawa.

The percentage of the female population in the labour force is expected to be 27.5 in 1980, compared with 23.8 in 1955.

The percentage of the total population who will be in the labour force in 1980 is estimated at 53.7, against 52.8 per cent in 1955.

Regarding the industrial distribution of the labour force the report says:

We expect the resource industries, primary and secondary manufacturing, and construction to employ roughly the same proportions of the labour force as they do today. The labour force in agriculture has been declining not only in relative but also in absolute terms; and we expect that trend to continue. While agriculture now accounts for some 15 per cent of the total labour force, by 1980 its share may have declined to 7 per cent.

On the other hand, there will be a marked increase in the number of workers employed in the tertiary or service sectors of the economy, so that over the next 25 years the labour force employed in civilian government and community services, in transportation, storage and communications, and in trade, finance and other services will increase from 47 to 55 per cent.

"Canada has been becoming an increasingly urban country, and this trend will continue," the report predicts. "In 1951, 62 per cent of the population lived in metropolitan areas or in other cities, towns or villages with more than a thousand people. By 1980 that proportion may rise to 80 per cent. Over the same period the proportion of the population living in metropolitan and urban areas of more than 100,000 people may rise from 36 to 56 per cent."

Gross National Product

"If net immigration averages 75,000 per annum and if the rate of productivity increase in the private business sector of the economy hews to the midpoint of the range we have chosen, the gross national product in 1980 will amount to approximately \$76,000,000,000 in terms of 1955 dollars," the report states.

With immigration at 50,000 a year and with productivity at the lower edge of the range the Commission estimates that the gross national product will be \$68,000,000,000. On the other hand, if immigration ran at an average yearly rate of 100,000 and the rate of productivity increase was at the highest point in the range, the gross national product would reach \$85,000,000,000 by 1980.

The high and low points in the range referred to are 2.5 and 3.25 per cent increase in productivity compounded annually for the business sector of the economy. For agriculture, where output per man-hour has

been increasing more rapidly than in any other part of the economy—though it is still considerably lower than in most other sectors—the estimated rate of increase in productivity was 3 per cent compounded annually until 1970, and for the next 10 years (until 1980), 2.5 per cent.

Wages and Hours

The Commission advances the conclusion that "by 1980 the average Canadian, after paying income tax, will have about two-thirds again as much net income for his own use as he had in 1955".

Hours of work, both in agriculture and in the business sector of the economy, have been declining and we expect these trends to continue. Average hours per week per man in agriculture are predicted to fall from 55.3 in 1955 to 43.75 in 1980 and, in business, to fall from 41.3 in 1955 to 34.3 in 1980.

Skilled Labour Shortages

"Unless present trends are changed there will not be enough young men and women enrolling in training programs to meet the demand. This is in spite of the fact that the number of Canadians entering the labour force will substantially increase over the next ten years. It follows that we may expect to face shortages of skilled labour in the near future," the report says.

University Enrolments

On university enrolments the report says: "The number of students at present enrolled in the primary and secondary schools throughout the country is clear evidence that the numbers who will be seeking to enter the universities will increase rapidly within the next few years. In fact university enrolments are already increasing; it is expected that the rate will accelerate and that enrolments will be double their present numbers by about 1965."

Recommendations

Skilled Labour Shortage

The shortage of skilled labour "is not likely to correct itself automatically, except to a very limited degree," in the opinion of the Commission.

The pay differentials between skilled and semi-skilled workers are normally not great enough to provide strong financial incentives for people to take specialized training. Furthermore, while it is sometimes possible to substitute new machinery for certain types of skilled workers, it is much more common to substitute machinery for unskilled and semi-skilled workers, thus increasing, in effect, the demand for skilled workers.

Steps towards remedying the shortage suggested by the Commission are:

Increased pay differentials between the kinds of skilled workers which are likely to be scarce and the semi-skilled and unskilled workers in the same industries, and added incentives to encourage apprenticeship in the skilled trades.

Existing technical and vocational training facilities and institutions should be expanded and new ones established. A large portion of this will occur as part of general high school expansion programs now being planned by the provinces. But, in addition, it is important that more technical training schools for high school graduates be established.... It is quite apparent that the demands of modern industry for many new types of skilled technical workers cannot be met by the older techniques of apprenticeship and on-the-job training (although these are still important).

Governments may play a role in fostering apprenticeship or in-plant training programs, but it is to be hoped that skilled tradesmen's groups and companies will themselves foster the further development of these training techniques.

In many cases more efficient use could probably be made of skilled personnel in industry by making sure that they are not being employed to perform unskilled or semi-skilled tasks which could be performed by others.

University Training

The heart of the problem of how the universities and colleges are to achieve the necessary expansion of physical facilities and to recruit the additions to their teaching staffs that will evidently be required, the report says, is: "How are the universities going to be able to attract increased numbers of men and women of high quality to the teaching profession?"

The Commission asserts that the living standards of university teachers have not increased with the general prosperity of the country as a whole, and that relatively they have on the contrary declined substantially. "It seems quite clear that if our Canadian universities are to attract sufficient numbers of men and women of the highest quality to their teaching staffs, measures will have to be taken to improve the general standing in the community of the university teaching profession. What is needed is a very substantial increase in the salaries of university teachers, and particularly of those in higher ranks," the report contends.

"This could be accomplished," it continues, "at a cost which would be small in comparison with the sums which are at present being paid by our governments, or which people are demanding should be paid, for such things as roads and highways,

power developments, railway extensions, docks and port facilities, agricultural price supports, increased social security measures and so on."

The Commission estimates that the present level of salaries in the universities could be doubled at a cost of \$12,000,000 a year. However, it admits that much more would be needed within 10 years, by which time student enrolment would be twice what it is now.

In addition to the sums required for increased salaries, the existing universities and the new universities which will soon be needed will require substantial capital grants, if they are to take care of the very large increase in the anticipated enrolment. It is estimated that capital expenditures of about \$1,000,000,000 will be required for these purposes over the period of the next 25 years.

The universities cannot themselves raise the sums needed without "direct and substantial aid from the governments concerned," the Commission declares. It makes the suggestion that "some limited measure of assistance might be given to the universities by increasing the amount of the deductions from taxable income now allowed to individuals and corporations for donations to educational institutions," and that deduction of gifts to such institutions from estates might be allowed before federal succession duty is computed.

Immigration

During the 30 years from 1901 to 1931 about 4,600,000 immigrants came to Canada, and about 3,400,000 emigrated from the country, the report states. Thus the net addition to the population in the period was only about 1,200,000.

Nevertheless, the Commission believes that "immigrants have made a decided contribution to the scale of economic development in Canada". It points to the willingness of immigrants to accept the less attractive types of work, and to "the various skills and cultural accomplishments with which many immigrants are helping to enrich our Canadian life".

The Commission believes that Canada's immigration policy must be "a continuous, long-term one" if it is to be successful. It favours the continuation of the plan of helping immigrants to finance the cost of their journey to this country; it urges a wider dissemination of information in the various countries from which we may expect future immigrants to come, facilities for quicker processing of applications of those who wish to come to Canada, continuation of the policy of placing no restrictions on the occupations in which

immigrants are entitled to engage, encouraging the immigration of those with special skills, and doing everything possible to help immigrants upon arrival to fit into Canadian life and to become assimilated.

To encourage young Canadians who go abroad for advanced training to return to this country on completing their studies, the report suggests that "effective means ought to be taken, perhaps through the universities, to keep in touch with them and, through collaboration between the National Conference of Canadian Universities, the Executive and Professional Division of the National Employment Service and industry associations, to keep them informed of employment opportunities in their chosen professions in Canada".

Atlantic Provinces

Although in the last few decades the Atlantic Provinces have made substantial progress—real income per capita in the Maritimes having increased during the past 30 years at a somewhat higher rate than the average for the other provinces—"it is a fact," the report says, "that average incomes in this region continue to lag behind the averages for the rest of Canada".

The Commission makes a number of suggestions of ways in which some measure of assistance might be given to the Maritimes, but, it says, "if it should turn out that there is not the necessary combination of resources in sufficient quantities to permit a substantial rise in living standards in the Atlantic region, generous assistance should be given to those people who might wish to move to other parts of Canada where there may be greater opportunities".

In particular the Commission foresees a possibility that a considerable number of Nova Scotia coal miners may be displaced when an extensive program of mechanization, now under way in the mines of some of the principal producers of coal in the province, is completed in 1960.

It suggests some change in the present subsidy arrangements for Nova Scotia coal, but says that "obviously there must be some limit to the amount of assistance which should reasonably be given to any one industry, no matter how important it may be".

"We believe, however," the report continues, "that generous assistance should be provided for the mineworkers who will be displaced as a result of the difficulties which we foresee. Special measures will be needed for looking after these people and for re-establishing in other industries those who may be interested in such an alternative."

Other Recommendations

"In a world where our main trading partners are not prepared to make worthwhile reductions in their tariffs and other trade restrictions, it would seem sensible for this country, for the time being, to hold the tariff line, on the average, at about its present level. At the same time we should take advantage of the opportunity to strengthen out some of the anomalies which exist in the present tariff and to simplify the whole tariff structure as much as possible," the report says.

It should be flexible in the sense that we should not hesitate to amend and revise it as occasion demands from time to time. In fact we would advocate a continuing re-examination of the tariff having in mind continually changing industrial conditions, products and technology.

In the course of a discussion of the wheat marketing situation the report says: "Persistent surpluses may indicate the necessity of bringing about some reduction in acreage sown to wheat, although as previously indicated we do not think this should be necessary on a permanent basis over a long period."

We feel that, among the several approaches, consideration should be given to the method of relating the initial price to a quantity determined by the storage situation and the prospects for disposal. Under this method, when surplus production is taxing storage facilities to the limit, farmers would know in advance that if there were another very good crop in western Canada, only a stated part of it could be delivered to the Board in the coming year. The balance would have to be stored on the farm or used for feed. If such a situation continued, farmers would tend to reduce their wheat acreage to some extent and thus achieve a better balance between supply and demand.

The Commission suggests that "in times of substantial surpluses" the Wheat Board should announce well before seeding time the amount of wheat for which it will guarantee a minimum price for the coming crop year. This price would apply only to the guaranteed quantity. Even if the Board later found itself unable to take delivery of the wheat it would still be required to pay for it. The quantity of wheat which the Board would guarantee to accept would be broken down into guaranteed delivery quotas for each farmer who held a wheat delivery permit. The Commission admits, however, that there would be considerable difficulty in working out quotas for individual farmers.

"Although fishing and fish processing account for less than 1 per cent of the total output of the Canadian economy and,

on an average throughout the year, provide employment for only about 1 per cent of the labour force, those figures considerably understate the industry's importance," the report says. It goes on to explain that the number of Canadians who get a substantial part of their livelihood from fishing, either part-time or full-time, is larger than the labour force figures suggest; that the industry is of dominating importance in certain parts of the country where there are few alternative sources of income; and that the industry draws largely on resources that are outside the territorial limits of Canada. It is also pointed out that about two-thirds in value of the output of the industry is exported.

Measures suggested by the Commission to help the industry include: collaboration with other countries in the removal or reduction of trade barriers, international efforts to conserve and manage fish stocks and to prevent encroachment, and continued biological and technological research by government and industry.

The Commission suggests that in Nova Scotia, New Brunswick and Prince Edward Island, where farm incomes are particularly low, the federal Government should help the provincial governments—if they and the people of the provinces are interested in participating in such a plan—"in working out a better system of land use, including the provision of credit facilities to finance the consolidation of holdings and the provision of assistance, financial and otherwise, to people who wish to be re-located and re-established in other industries".

With reference to farm price supports the report recognizes that "any measures which result in over-production of particular commodities would be damaging to the economy and to the interests of farmers themselves. We believe that the objective of a price support program for farmers

should be roughly the same as that of unemployment assistance to industrial workers, namely, to mitigate distress due to economic fluctuations," it says.

Later on it continues:

There are the difficult questions of how support prices should be determined and whether they should become effective according to the application of some automatic formula or in some other way. We believe that an effective price support program should be administered by a separate board, the members of which should be relieved of other duties. Such a board should be able to develop and assemble the information required for sound decisions. We believe that the determination of support prices on the advice of a full-time board would be preferable to the application of more or less automatic formulae.

Regarding the low statutory rates on grain carried by the railways, the report says: "It is with no little hesitation we have come to the conclusion that a short-run solution to this intractable problem will probably involve a new charge on the public treasury," The conclusion referred to is that instead of an increase in the rates on grain and other commodities of low value for their bulk the government should pay such a subsidy "as may be necessary to help meet rising railway costs and maintain the efficiency of the railway system".

The report suggests that since the large expenditures made on roads "are related in very large measure to the numbers, the speeds and the weights of the vehicles in operation... the owners of these vehicles should be required to pay an even higher percentage of the total costs involved than they are doing at the present time". It urges that taxes and vehicle licence fees should be adjusted so that the various classes of vehicles pay their fair share of the cost of the roads, having regard to the weight of the vehicles and the demands they make upon highways and bridges.

Farmers' Cash Income Rises 12.9 Per Cent in 1956

Cash income from the sale of farm products and from participation payments on previous year's prairie grain crops rose in 1956 to an estimated \$2,655,872,000, an amount 12.9 per cent above the preceding year's \$2,352,563,000 and 10.9 per cent above 1954's \$2,395,321,000.

The all-time high cash income, the Dominion Bureau of Statistics reports, was in 1952, when it reached an estimated \$2,849,300,000.

Supplementary payments made under the provisions of the Prairie Farm Assistance Act amounted to \$5,004,000 in 1956, to \$33,338,000 in 1955 and to \$2,427,000 in 1954.

39th Annual Meeting of the Canadian Construction Association

Outgoing President advises building industry to pay more attention to stimulating recruitment and increasing productivity of labour through improved training. Immigration no longer certain supply of manpower

Canada's construction industry was advised to give more attention to stimulating recruitment and increasing productivity of labour through improved training and machinery. The advice came from A. Turner Bone, outgoing President of the Canadian Construction Association, in his presidential address to the Association's 39th annual meeting in Toronto in late January.

Immigration should be increased, he said, but we can no longer look to other countries for the necessary supply of building tradesmen or labour.

In his address to the convention, Prime Minister St. Laurent expressed appreciation of the industry's efforts against winter unemployment.

The CCA Apprenticeship Committee noted some increase in contractors' interest in apprenticeship but said that the present situation was cause for something less than jubilation. The Labour Relations Committee expressed the opinion that Labour had shared fairly in the construction industry's prosperity in the postwar years. The Housing Committee advocated the calling of an early conference to discuss the provision of houses for those with an annual income of less than \$5,000.

A resolution approved by the delegates called for the establishment of a national joint board to settle jurisdictional disputes in the building and construction industry.

Presidential Address

In spite of increases in the labour force in the construction industry in recent years, which have been "little short of phenomenal," more attention will have to be given to stimulating recruitment and making labour more productive through improved training and machinery in order to carry out future construction programs, said A. Turner Bone in his presidential address at the annual meeting.

"I think that it is fair to say that employers have given more attention to overcoming the shortage of materials than they have to the shortage of trained manpower," he continued.

"Canada's immigration program should be increased and the construction industry will benefit from the larger program indicated for this year, but the day has long passed when we can look to other countries to supply us with the necessary numbers of skilled mechanics, professional men or even heavy labour. Our schools—whether they be universities, apprenticeship centres or technical schools—need our help. A greater investment by employers both in terms of time and money in the training of others is an investment with 'growth' features."

He mentioned three main ways in which contractors could help to meet their responsibilities in this matter: by participating in the apprentice training program, encouraging the entry of recruits to the industry, and seeing that the boys receive proper training on the job; by promoting the establishment of short courses for the newer skills that can be learned in that way; and by helping the universities through the offer of summer employment to students, the granting of prizes, bursaries and fellowships, and in other ways.

Besides increased production of materials and machinery and a larger construction labour force, another means of enlarging the industry's capacity had been the greater resort to winter work, Mr. Bone said. His opinion was that in the past "the out-dated prejudice against construction carried out in the winter months" had seriously handicapped the industry in meeting the demands upon it, "quite apart from the unfortunate aspects of seasonal unemployment to members of our industry".

The President commended the efforts of the National Joint Committee on Wintertime Construction headed by Past President Raymond Brunet and the work of many local joint committees in combating "the outmoded notion that winter construction work is necessarily very expensive or of doubtful quality". He also spoke with appreciation of the efforts of the federal Government and certain other governments and other large purchasers of construction work to increase the size of their winter building programs.

On the subject of credit restrictions as an anti-inflation measure, Mr. Bone expressed doubts as to the effectiveness of, or justification for, such measures. He made it clear, however, that what he said on the subject represented purely his own personal opinions, although he said that he knew they were shared by many others at the meeting.

The housing section of the construction industry, he pointed out, had been the most seriously affected by the present credit situation. In some areas the volume had been cut in half. "It would be a pity if the credit squeeze counteracted all the good results obtained last year in reducing seasonal unemployment," he added.

"So far the volume of industrial building construction has not been seriously affected but the prospects for 1957 are questionable in the light of present controls," Mr. Bone remarked.

In speaking of the achievements of the construction industry in recent years the President commented on the new record for the volume of construction obtained in all eleven consecutive postwar years. The industry's 1956 program represented "roughly 20 per cent of Canada's gross national product" and gave direct employment to more than half a million Canadians.

"The construction program has therefore acted as the stabilizing backbone of Canada's postwar development and has also provided the physical assets for an expanded economy in the future," he declared.

Prime Minister St. Laurent

Prime Minister St. Laurent, in his address to the convention, expressed the appreciation of the Government at what the construction industry had accomplished in overcoming the evil of winter unemployment.

"No longer is it considered as impossible, or exceedingly costly, to carry on most types of construction in the winter months, and I have been told that we now do in our country in winter what others would regard as impractical, and such extra cost as there is can usually be kept within acceptable limits if there is adequate preparation," he said.

The Joint Committee sponsored by the Association had rendered a valuable public service by its work in this matter, the Prime Minister said. He also mentioned the part played by the Department of Labour in giving a lead and in "making us all aware of the importance and the possibilities of finding a helpful solution".

The Government's experts in building research were working on the physical aspects of the problem and others were studying the economic aspects, he went on to say. The contracting departments were acting on the Cabinet's instructions that as much construction, repair and maintenance work as possible should be done in the wintertime.

"Even our treasury is co-operating by accepting some modest increase in costs," he continued. "I believe that other customers of your industry are conscious of the problem now—even the householder is being frequently reminded to get his work done in winter—and I hope we will all work together to overcome this obstacle which nature has set for us."

The Prime Minister urged the Association to strive for efficiency and "control of costs".... He reminded the delegates that although the present might seem a poor time to bring up the subject when the demand for construction was so great, "this plethora of demand will not last forever. One of these years you are going to be looking for business and the lower you can keep your costs the more all the rest of us can afford to buy of your services when you will want most to sell them".

The Prime Minister said that he knew the prevailing shortage of mortgage funds and the consequent high rates of interest had brought concern to some contractors in connection with housing. Owing to the competition for funds from large borrowers for business projects the would-be house-builder was in much less favourable position when he tried to borrow money on mortgage than he had been a short time ago. He said he was confident that the raising of the interest rate on mortgages insured by Central Mortgage and Housing Corporation would assist in attracting to housing a larger share of the available investment funds.

He said, however, that one must not exaggerate the effect of any possible change. "The fundamental fact is the over-all shortage of savings to meet the total requirements for construction and other capital expenditure." But taking a longer view, Mr. St. Laurent predicted that "there will be a good supply of funds available for housing. The present shortage of funds is a reflection of what appears to be an abnormally intense phase of our economic development, which I would expect to see relax somewhat, back towards what we have experienced on the average during the past five years."

Even after allowing for a reduction in housing during the current year, estimated expenditures added up to a total some $12\frac{1}{2}$ per cent higher than last year. About 5 per cent was accounted for by increased costs. But the remaining 7 per cent represented a real increase in volume, and it would "greatly intensify" the present shortages, with the result that "something will have to yield, either in the competition for funds to finance projects, or in the competition for labour and materials to carry them out," the Prime Minister said.

Apprenticeship Committee

Although a noteworthy advance was made in the apprenticeship training program for the building trades in 1956, the situation should be viewed with reference to the future demands of the industry rather than by comparison with the past, the Apprenticeship Committee said in its report to the annual meeting.

Looked at from this point of view, the Committee remarked, "the total of some 7,400 registered apprentices for eight provinces is cause for something distinctly less than jubilation. The statement made by the CCA several years ago that the number of building trades apprentices should be doubled is unfortunately still a valid statement."

While, as the various apprenticeship programs develop, the interest of contractors is increasing, "time and time again, the lack of participation by many employers in apprenticeship training was cited at the Ottawa conference (of the National Apprenticeship Advisory Committee) as being the main roadblock to a larger program," the report said.

Lack of co-operation was sometimes encountered from the unions, but there were a number of instances where unions were taking more active interest in training programs. The headquarters of several unions had appointed apprenticeship directors, developed training manuals or allocated sizeable sums of money towards apprenticeship promotion.

It was stated that the electrician's union in Vancouver had declared its intention of taking the lead in starting a "labour-management-government training program, and offered the free use of its offices to train apprentices and improve standards among present electricians".

The electricians' union and the contractors in Kitchener had decided, the report said, to co-operate "in the formation of an apprentice council to which all new apprentices will be indentured. The council will be responsible for the entire training

program on the understanding that the apprentices should receive a wider and more varied course of apprenticeship. At the Lakehead the carpenters' union is trying to secure 100 carpenter apprentices by indenturing them to the Ontario Provincial Institute of Trades".

A report from Halifax was mentioned which said that "the local trade committees for the carpentry and electrical trades selected one class of apprentices in each trade, indentured them to the committee and are providing them 'with six months' pre-employment training".

Later the report declared:

A problem which is causing concern in almost all parts of the country is the lack of boys wishing to enter the painting trade. Recruitment is, generally speaking, very low and in some cases organized apprenticeship training has all but disappeared... Recruitment in the mechanical and electrical trades presents a totally different aspect. There is a need for a greater number of apprentices but the existing numbers are high compared to the other trades.

The main reasons for this contrast were said to be that the mechanical and electrical trades were thought by parents and teachers to be growing and to offer good prospects, while, on the other hand, the painting trade had suffered from the "do-it-yourself" trend and from the increased use of factory painted products, new plastic material which do not need paint, and better, longer-lasting paints.

The results of a questionnaire which had been sent to local construction associations asking about their apprenticeship activities, the report said, had not been very encouraging.

In contrast with the general lack of interest of employers in the construction industry, the committee said that "the majority of industries and services have ambitions, aggressive recruitment programs. So that while there are plenty of boys available for training, there is great competition to get the 'bright boys', the ones who will be, in the case of the construction industry, the skilled tradesmen able to cope with the complex installations which are becoming increasingly common, and the future foremen and superintendents."

A report recently received by the committee stated:

Two or three years ago the construction industry could have the pick of the technical school graduates in our city, this is not the case now. Such companies as Bell Telephone, the public utilities, the motor industry and others requiring technicians have taken over. By showing a keen interest in the courses they have gained the trades' support; by showing an interest in the students themselves they have enlisted the students' interest in their companies. Last year, for the

first time, not one graduate from the electrical class went into the electrical construction field.

The report referred to the periodical meetings of the National Apprenticeship Advisory Committee as "a valuable medium for the exchange of information and views on apprenticeship".

The committee also drew attention to a survey being conducted by the Economics and Research Branch of the Department of Labour, on the recommendation of the delegates to the February meeting of the Advisory Committee, in three main fields of inquiry: the effects of technological change on the requirements for technicians and skilled men, the methods used to train skilled tradesmen in certain occupations, and the extent of vocational training facilities in Canada.

The federal Government's sponsorship of six-weeks' training courses for apprenticeship instructors at the University of Toronto, which will be continued this year, was also mentioned.

Labour Relations Committee

The main developments in collective bargaining in 1956, according to the report of the Labour Relations Committee, were: an average increase in wage rates of rather more than 3 per cent—a somewhat higher increase than in 1955; more long-term agreements, with the majority running for two years; more frequent provision for deferred wage increases, as a development allied to the trend towards long-term agreements; establishment of additional welfare plans, mainly in Ontario cities; intensified activity by both teamsters' and operating engineers' unions; and greater frequency of jurisdictional disputes.

The report expressed the view that "it would be folly if either management or labour in the construction industry were to base their decisions at the bargaining table solely on conditions in the industry as they appear for 1957". It was necessary, the report pointed out, to keep costs at levels that will attract investments.

"It is worth noting that Labour has shared fairly in the benefits of the prosperity which the construction industry and Canadians generally have enjoyed in the postwar years," the report continued. "From 1946 to 1956, average wage rates for construction workers in the main trades in 11 key cities across Canada have increased by more than 90 per cent. In the same decade consumer prices increased by

51 per cent, so that construction workers have gained a substantial increase in 'real' wages."

The report expressed concern at the interpretation of the Income Tax Act "on the liability for income tax of those in receipt of board and travelling allowances" which had been given last July by the Department of National Revenue. The committee was of the opinion that "this liability for tax will increase construction costs and reduce mobility of construction workers," and that "by failing to recognize the special nature of the construction industry's operations it causes construction workers to be treated unfairly".

The Committee referred to the number of complaints that the Association had received about the federal Government's administration of the Fair Wages and Hours of Labour Act. The main complaints, it said, were "that wage schedules attached to tendering documents were being changed during the course of contracts and that some schedules were listing rates which were in excess of the preponderant rates being paid in the area". Representations made to the Department of Labour had so far been without effect, the committee said.

When the Association had been asked last year for its views on the question of whether supplementary unemployment benefit should be considered as "earnings" for purposes of entitlement under the Unemployment Insurance Act, the Association had contended that they should be considered as earnings. The Unemployment Insurance Commission ruled otherwise, the report pointed out. "It would appear that the precedent has been set for the integration of future plans with unemployment insurance," the Committee said.

"For several years the CCA has advocated that votes for strike action should be by secret ballot under the supervision of electoral officers or other public officials. The federal Government and some provincial governments have still not amended their labour legislation to make this obligatory," the report said.

Housing Committee

The Housing Committee reported that 1956 was a record year for housing completions in Canada, with more than 135,000 dwelling units completed. This was a record in numbers and, owing to an increase in the average size and value of the units completed, it represented an even greater achievement than the figures indicated.

This total, however, the report pointed out, was swelled by a carryover of some 80,000 units under construction at the beginning of the year. During the year the number of starts of units of modest size fell off sharply, especially in the second half of the year. Consequently, even with a carryover into 1957 of some 70,000 units, it is freely predicted that the housing program will be reduced to about 100,000 units this year.

The industry had been advised to reduce the cost of houses in order to bring into the market families whose incomes had not so far allowed them to buy houses. The report pointed out, however, that wage rates were rising, installations becoming more expensive, land costs rising, services had sometimes to be provided which had before been borne by the local municipality, interest rates and general financing costs were higher, and standards of construction and planning controls were more stringent.

The report of the committee advocated the calling of an early conference with representation from government and the financial institutions to discuss the provision of houses for those whose annual income was under \$5,000.

Resolutions

Negotiation with the Canadian Labour Congress and its affiliated unions in the building and construction industry, to provide for the establishment of national joint boards to settle jurisdictional disputes in the industry, was called for by a resolution approved by the delegates. Joint boards would also be established in each province.

The kind of jurisdictional disputes especially referred to were those which have been arising out of the use of new materials and the introduction of improved methods of construction. The complaint was made that such disputes have delayed the completion of many works, and that instead of decreasing the cost of building and construction they have resulted in increased costs.

The proposed national joint board would be composed of an equal number of appointees from Labour and Industry, with an independent chairman.

Election of Officers

Tullis N. Carter, of the Carter Construction Co. Ltd., Toronto, was elected President in succession to A. Turner Bone, Montreal.

Harold J. Ball, Kitchener, Ont., and E. V. Gage, Montreal, were elected national vice-presidents.

Provincial vice-presidents elected were: Newfoundland and Nova Scotia, A. G. Sullivan, Halifax; New Brunswick and Prince Edward Island, A. W. Purdy, Moncton; Quebec, J. E. Harrington, Montreal; Ontario, F. C. Ainsworth, Toronto; Manitoba, J. J. Bernard, Winnipeg; Saskatchewan, J. P. Lord, Regina; Alberta, E. S. Sunley, Edmonton; British Columbia, W. F. Foster, Vancouver.

Statement of Policy

The Canadian Construction Association's 1957 Statement of Policy and Resolutions approved at the annual meeting deals with certain matters of interest to Labour that were not contained in the previous year's statement. Most of these, however, are in substance covered in the summary of the Association's brief submitted to the federal Government after the conference (see below).

Questions dealt with include: proposal for a National Joint Board for the settlement of jurisdictional disputes in the construction industry, proposal for a Canadian Housing Conference, conditions in federal contracts regarding wage rates and working conditions, and credit restrictions.

One of the resolutions contained in the statement refers to the maintenance of existing housing. The resolution reads, in part:

That the Canadian Construction Association strongly urges the federal Government to give serious consideration to a third main point of housing policy, *viz.*, the restoration on a national scale of old, but still sound dwellings.

And further, that the federal Government be requested to encourage private industry, government departments, lending institutions and other interested bodies, to point their energies to this end, with the thought in mind that new residential construction cannot presently do the whole job of providing the Canadian population with "adequate" accommodation, particularly at a time when the capital demands of industrial and engineering construction are being felt so keenly.

CCA Brief to Federal Government

A National Joint Board for the settlement of jurisdictional disputes in the construction industry was proposed in the Canadian Construction Association's submission to the federal Government following the Association's annual general meeting (see above).

The Association complained that disputes between trade unions as to which shall have jurisdiction over new construction methods and materials were becoming increasingly common in Canada. The delay occasioned by such disputes was prolonged by the necessity of applying for rulings to the Jurisdictional Disputes Board in Washington, D.C.

"Our attitude is that jurisdictional problems that arise on Canadian construction job-sites should be settled in Canada by people who are familiar with Canadian conditions, laws and customs," the brief stated.

The Association suggested that the National Joint Conference Board of the Construction Industry, which had met for a number of years under the auspices of the Department of Labour, should be reconstituted. The merger which had taken place between the TLC and the CCL, and the proposed merger between the CLC and the CCCL, the brief said, would make the revival of such a board opportune.

The CCA also recommended that a conference with representation from the various groups concerned, in which the Minister of Public Works and the President of Central Mortgage and Housing Corporation would participate, should be held as soon as possible to discuss the provision of houses for those whose annual income is less than \$5,000. The Association offered to act as host to such a meeting.

A conference of the kind was urged because, as the brief said, "the original intent of the National Housing Act of enabling people with modest incomes to own their own homes is not being realized under the present legislation and because of the vital importance of the actions of governments and the lending institutions in the housing program."

The brief was critical of the present policy of credit restriction, which, it pointed out, had most seriously affected the housebuilding section of the construction industry. The importance of correct timing of credit restrictions was emphasized.

It should be remembered that the main effect by actions influencing the volume of

construction is delayed in so far as employment is concerned. For example, the main demand for labour on sizeable buildings takes place five or six months after the work commences. Curbs imposed in the middle of the summer when the demand for labour and materials is highest will have their greatest impact in the following winter when the supply situation is at its best. Similarly there will be a delay before any relaxation of credit restrictions show their maximum effect on construction activity.

It is still too early to assess whether or not the recent increase to 6 per cent from 5½ per cent in the interest rate for National Housing Act loans will be effective in increasing the amount of investment funds allocated for this purpose by the lending institutions. One certain result of the increase in interest rates, however, will be an added average expense of \$900 to the homeowner spread over the life of the mortgage.

The brief admitted that the industry must produce well constructed and economical houses as cheaply as possible, but it referred to the difficulty of keeping down costs when "the saving of even \$1,000 in construction costs through new designs, materials and techniques may easily be wiped out by an increase in land cost or interest rate". It also pointed out that the tendency to require contractors to service the land instead of leaving the work to the local municipality, and the raising of housing standards, had tended to raise the costs of housebuilding.

The brief expressed appreciation of the efforts of the Department of Labour to help industry to expand the apprenticeship and vocational training program and to increase the amount of winter construction and employment. It also welcomed the recent announcement that the Minister of Labour had been authorized to negotiate new agreements with the provinces to take the place of the Vocational Schools' Assistance Agreements, and that \$40,000,000 had been set aside for grants.

"The Association has noted increasing interest in apprenticeship and related types of training by members of the industry, and is optimistic concerning further expansion in this training program," the brief said.

"Another field in which tangible results are being obtained through concerted joint action by the various interested parties is that of the promotion of wintertime construction," the Association said. "In this regard the example set by the federal Government in increasing the volume of

federal construction and purchasing in the winter months has been most commendable, as has its comprehensive publicity activities and assistance given to the national and local joint committees working towards the reduction of seasonal unemployment in the construction industry."

The Association complained that schedules of wage rates and other working conditions set up under Fair Wage legislation had "in a number of cases" been changed during the life of the contract, and that sometimes revised lists had been issued even before work on a project had begun.

While members of the Association support the general view of the legislation that fair wages should be required to be paid on all federal projects, the arbitrary fashion in which rates have in a few cases been established is in the Association's opinion unwarranted in the light of the "preponderant" rates of the locality.

It will also be appreciated that contractors who have been required to pay premium rates find it difficult to compete

on succeeding projects. We recommend that wage schedules be left unamended for a minimum period of six months and that local employers' groups be consulted in the establishment of the Government's fair wage schedules. It is understood that the Department of Labour is drafting a revised version of the underlying legislation and regulations, and the Association would appreciate the opportunity of expressing its views on any proposed changes.

The Association again urged that the use of secret ballots be made compulsory in trade union strike votes. Labour legislation in four provinces, it was pointed out, already requires this.

"A significant proportion of those engaged in construction operations in professional, tradesmen and labouring capacities are postwar immigrants," the brief said. The CCA recommended that the facilities of the Department of Citizenship and Immigration be used to the utmost to encourage an orderly program of selective immigration on a larger scale than took place in 1956.

Conference on White-Collar Workers

Convened by AFL-CIO Industrial Union Department to discuss status of white-collar workers and possibility of bringing them into the labour movement. Unions urged to aid in organization of white-collar bloc

The status of white-collar workers, their attitude or lack of it towards trades unionism, and the possibility of bringing them into the labour movement were discussed at a recent conference of the Industrial Union Department, AFL-CIO. Some 250 representatives of IUD-affiliated unions attended the Washington conference.

Addresses by top leaders of the labour movement, prepared papers on white-collar workers and their problems, and more than six hours of discussion from the floor were highlights of the conference.

IUD President Walter Reuther opened the conference by stating that the labour movement must aid in the imperative job of building unions among the white-collar workers.

He pointed out that it is of no use to "belabour the fact that there is a tremendous potential". The industrial unions must take on with renewed determination the job of breaking through in their own unions, and the whole labour movement must aid the "struggling unions who are trying to build a mass base in the white-collar field".

Mr. Reuther called for a broad public relations job, saying that such is necessary to "improve and cultivate the climate in which we will carry forward our organizational work. I believe that this will bear not only upon the unorganized but also with equal importance on the millions of people who are organized."

The job of IUD, said the Director, Al. Whitehouse, "is to make the white-collar worker understand that his interests and ours are one and the same".

Mr. Whitehouse stressed the hope that the conference would stimulate public as well as labour interest in the white-collar problem. He declared that the "millions of factory and store workers badly need a spokesman to call attention to their situation," that organized labour "is at the service of the white-collar employee" and is ready to work with him "for the mutual benefit of all concerned".

The IUD Director also pointed out that the areas separating the white collar from the blue are gradually becoming blurred and that "more and more the white-collar worker is the industrial worker of the

future. With automation and mechanization, the nature of the white-collar job is changing rapidly. For the same reason production is becoming a matter of pushing buttons. In many areas it has already become difficult to separate the process of record keeping from that of direct production."

IUD Secretary-Treasurer James B. Carey forecast that in 20 to 30 years from now few unions will be composed entirely of production workers.

"There is irony," he noted, "in the fact that the once-disdained white-collar workers are increasing rapidly, while the aristocrats of labour who once disdained them, the production workers, are decreasing in number.... Were it not for the rise in the number of white-collar workers there would be serious unemployment...today."

Mr. Carey felt that the rapid rise in white-collar employment must lead to the organization of white-collar workers, because of the changing nature of their jobs and because the "facts of life in our economy have forced the labour movement to re-evaluate the role of the white-collar worker".

In his paper on white-collar workers prepared for the conference, Stanley Ruttenberg, AFL-CIO Director of Research, stated that "the day will come when the white-collar workers will become the largest single organized group of workers in America. This may not come tomorrow, but come it will in the next great wave of union organization in America."

Mr. Ruttenberg gave a listing of white-collar occupations and statistics on the number of white-collar workers in the United States:—

1. The bank clerk, the sales clerk, secretary, nurse, movie star, engineer, the white-collar employee in a factory.

2. There are some $17\frac{1}{2}$ to 18 million non-supervisory white-collar wage and salary workers. These can be classified as clerical, sales and professional. More than one in every three wage and salary earners (excluding agricultural, supervisory and domestic workers) in the United States are white collar. These make up some 35 per cent of the labour force. If supervisory, managerial and self-employed persons are included in the total, the white-collar percentage increases to 40 per cent of the non-agricultural work force.

3. Of the total number of white-collar workers, the largest single group is clerical. The 8,500,000 workers in this category account for 47 per cent of the total white-collar workers on a payroll. The professional and technical group (including the

self-employed, such as doctors and lawyers) add up to 5,000,000, or 28 per cent of the labour force, while sales workers number some 4,500,000, or 25 per cent of the total.

4. Clerical workers are mostly office workers, although many work elsewhere. Stenographers, typists and secretaries make up the largest grouping in the clerical group, roughly two million. About 750,000 are bookkeepers, 250,000 are cashiers, 300,000 to 400,000 each are shipping and receiving clerks, and 200,000 are office machine operators.

Of the sales workers, about two-thirds are retail clerks. However, almost a million are outside sales representatives for manufacturing, wholesale or other firms. In addition, some hundreds of thousands are insurance or real estate agents.

The professional and technical group appears to be the most varied. Teachers number 1,500,000 to 2,000,000; technical engineers of different types, 600,000; professional nurses, 500,000; and accountants and auditors, 400,000.

Government, in the United States, Mr. Ruttenberg emphasized, is the largest single employer of white-collar labour. "Some 7,000,000 persons—mostly white-collar workers—are employed by federal, state and local governments."

In conclusion, Mr. Ruttenberg noted that the white-collar world has changed considerably in the past few decades, but the "folklore of our time shows the white-collar worker equipped with brief case, ready to take off from suburbia in a well pressed suit to make the office at nine.... This myth is a reality for only a tiny minority of white-collar workers at the top of the scale....

The economics of today's world, this reversal of the position of the white-collar and blue-collar workers, will lead white-collar workers to re-examine and eventually destroy the misconceptions that have kept them from joining unions.

An example of the trend in which the white-collar worker becomes a union member was given by James B. Carey, who noted that the American Newspaper Guild was organized because "professional prestige was phoney when it only served to conceal job insecurity". He believed newspapermen in organizing had decided that the day was past when employers could be allowed to pay off "in prestige".

Lois McKinstry, representative of the Retail Clerks International Association of Los Angeles, speaking on the "Wilting White Collar" told the conference that white-collar workers have gotten "title

rewards" while manufacturing employees have won "pay envelope rewards".

Democracy and human dignity go hand in hand. But unfortunately, many of the trappings of feudalism—which have been weakened if not eliminated in the plant—still prevail in the white-collar world....

Between the owner of the unorganized store and his employees, there is an unwholesome relationship which persists on a foundation of fear and insecurity. Even though the workers are apparently submissive to management, a one-sided conflict prevails unceasingly, in which the workers are on the losing side....

Mrs. McKinstry asserted that this kind of relationship need not exist; that where white-collar workers have organized, equity has been partially or wholly restored. She pointed to her own local, which has 15,000 West Coast members and has won a wage scale of \$89 per week for grocery clerks with a year's experience, a 40-hour week, a pension plan, and other substantial benefits. She added: "We incorporated a \$4 hourly rate in a pharmacists' agreement for employees who were getting less than \$1 per hour in the early forties."

White-collar workers, she concluded, can be reached only by reaching the general public, "because the white-collar worker is sandwiched into our society and spread over our nation".

It would be a mistake to believe the oft-heard employer propaganda that "white-collar workers are somehow different; that they have different viewpoints, different desires, different wants and needs to those of the industrial worker," said AFL-CIO Secretary-Treasurer William F. Schnitzler.

He emphasized that all workers, including the white-collar worker, wants and needs a better life for himself and his family. He believed the propaganda to the contrary to be purely employer-sponsored, a propaganda that has to some degree been swallowed by the workers involved and by the general public, "as well as by some of the union movement".

Mr. Schnitzler pointed out that it is now an employer habit to grant a wage increase to the white-collar worker in plants every time the production workers' union negotiates a wage increase. "Each time," he noted, "the office workers involved fall a little farther behind the mainstream of American income."

He felt that office workers "are learning the hard way" and suggested that something must be done about the matter. He said:

The answer, it seems to me, is to re-examine our techniques; reappraise the task that lies ahead; dig in and do the job that

must be done if we are to bring union conditions and union protection to this big bloc of unorganized workers....

Once they realize what they are missing because they don't have union representation, these workers will come forward looking for unionism....

"I say to you with complete moral certainty," he concluded, "that we can do the job. What's more, I say to you, we are going to do the job."

"The union is the answer to the white-collar problem. There is no other," AFL-CIO Director of Organization John W. Livingston declared in his paper to the conference.

Entitled "The Answer for The White Collar Worker," his paper first examined the composition of the white-collar work force and its location in industry. He noted that of the 42,000,000 organizeable workers in the United States, about 16,000,000 to 17,000,000 are organized in AFL-CIO unions and in other legitimate non-affiliated unions.

This leaves 26,000,000 to be organized. If our figures are correct, some 3,000,000 white-collar workers are organized out of a possible 16,000,000. Simple mathematics tells us that this leaves 13,000,000 such workers still to be organized.

This 13,000,000 happens to be exactly half of the 26,000,000 unorganized. Fifty per cent of the present organizing potential lies within the white-collar force.

Mr. Livingston pointed out that "through unionization, manual workers have equalled and surpassed general office workers in almost every consideration".

Touching on automation, as it affects the office worker, Mr. Livingston said:

Automation's entry into the production field has been a dramatic one. Automation in the office has been under way for some time and is every bit as pressing a problem.... This means, through automation, many office workers face loss of their jobs with little support for a program of retraining in office operations calling for skills in excess of what they possess.

In an examination of the attitude of the white-collar worker, Mr. Livingston found that it has been influenced by "the notion that the traditional white-collar situation encourages, protects and advances his individual freedom and gives the greatest opportunity for his personal success....

The white-collar worker finds himself in a contradictory situation. He has been led to believe that individual action is the key to personal achievement and happiness. His schools have fostered the idea; they have emphasized and glamourized the concept of personal success through personal effort....

But the white-collar worker is in a complex work society geared to collective, co-ordinated action. He will not escape from his dilemma until he discovers what the industrial and craft workers have already learned—that it is through group action and group identification that his personal interests can best be realized.

Despite many problems, Mr. Livingston felt, the plus factors in the picture today outweigh the negative.

Among the plus factors, Mr. Livingston cited the growing concentrations of white-collar workers in industry, finance, insurance and elsewhere; the growing acquaintanceship of white-collar workers in industry with unions because of the organization of production workers in the same plants and the "rising determination among all our unions that organizing must take place among white-collar workers".

We are on the threshold of great things. . . . We may not make spectacular advances in a short period of time but, we are on the move.... There will be no stopping until the white-collar worker has been organized, in every field, in every region, in every state and city in the land.

AFL-CIO President George Meany, addressing the conference, emphasized, as did other speakers, that the objectives of the white-collar worker are the same as those of the trade unionist: a decent living standard for himself and family, and a fair share of the good things in life. And, he added, "every unorganized person who works for wages we consider substandard is a menace and a potential threat to the conditions and standards that have been established by the trade union movement."

Occupations of University Women—4

Final instalment of article based on replies to questionnaire sent by Women's Bureau to members of the Canadian Federation of University Women deals with office workers, the writing field, miscellaneous jobs

General Office Workers

"Growing up in England, I attended university there, studying French, German, Latin and Modern History, and completed the R.A.M. and R.C.M. certificate in music. Then I took courses in shorthand and typing. My first job was as deputy chief of the complaints bureau for a large department store and, in the thirties, I did personnel work, staff training and some secretarial work. Then I went to South Africa where I spent four years as a secretary in an engineering firm and later worked as a secretary and traffic clerk for an international airline. During the next four years I was executive secretary for an African music society. I came to Canada in 1952 and have been working ever since as a secretary in an engineering firm."—*A married woman in her fifties who has found her skill in office work universally marketable, irrespective of geography or age.*

"Work in an office offered the only opportunity open to me when I graduated in 1930. I had completed my B.A. in history and economics, a teacher training course and a business course. Since 1931 I have been a stenographer with a number

of different employers."—*A woman with no particular liking for office work, whose choice of occupation was limited because of the Depression and who feels that it is now too late to make a change.*

"Employment in the sales tax division of a provincial government led me to enroll in a university faculty of commerce. I graduated with the M.Sc.Com. degree, did further study in agricultural accountancy and passed the examination for a Master of Accountancy. My work is the assessing of taxation returns of commercial, industrial and financial enterprises including the exchange of correspondence and personal interviews."—*A French-Canadian woman in her thirties who is enthusiastic about her work but, she states, is not accorded the same opportunity for advancement as a man having equivalent academic preparation.*

Nearly one-half of those in general office work who replied to the Women's Bureau questionnaire were either secretaries or stenographers. More than 80 per cent of the secretaries and stenographers were Arts graduates and about the same proportion had taken additional vocational training in

business subjects. One person had a Commerce degree, one a B.Sc. in business administration and one both a B.A. and a B.Com. A medical secretary had a B.A. and a bachelor degree in pharmacy. Only one person in secretarial work had completed graduate studies. Few persons specified their fields of study but, of those who did, economics was mentioned most frequently and then English.

Of the remainder, most were accounting clerks or bookkeepers; others were general office clerks and some were doing statistical, actuarial or supervisory work. A small proportion were service representatives for a telephone company, bank tellers, receptionists, and typists and switchboard operators, the majority of whom had a general Arts degree. One young woman currently employed as a bank teller was a B.Sc. graduate in plant sciences and had been "unable to enter the field of plant research in Canada".

About one-half of the accounting clerks and bookkeepers had a B.A. degree, the same proportion had taken vocational training in business subjects, and one-third had a B.Com. degree. One woman had degrees in both Arts and Commerce and two had completed graduate degrees, one in Arts and one in Commerce. Also, two of the women in this group were fully qualified professional accountants.

More than 80 per cent of those who were general office clerks had taken an Arts degree, a number majoring in Modern Languages. Only one-third, however, had taken vocational training. One person had degrees in both Arts and Commerce and one person had an M.A. A records clerk in a laboratory had a degree in Household Science. Because of the strain of teaching large and overcrowded classes, a small number had left teaching to go into general clerical work.

All of those doing statistical work had graduated in Arts. One woman had studied psychology and was working in a government health department; another had taken some medical studies and worked in a physics laboratory. Those doing actuarial work had specialized in mathematics. The women in supervisory work had completed vocational training in business administration in addition to their B.A. One graduate in Physical Education was office manager for a girl's camp.

Participation of Married Women

While more than one-half of the women in the group were married, only a small proportion of the married women were

currently employed. These were fairly evenly distributed among all age groups and approximately equal numbers were engaged in full-time and part-time work. A married woman in her forties had taken part-time secretarial work in a church as soon as her children were old enough and had found it "rewarding". The wife of a doctor remarked that her part-time duties as secretary-treasurer for a group of doctors who had formed a company were "interesting and a welcome change from house-work". A woman in her thirties who, prior to marriage and a family, had been a financial counsel had resumed employment with a chartered accountant and was herself working towards a C.A. qualification. A young graduate in English and French literature, still in her twenties, was employed as a receptionist, the only job she could get as a married woman.

Not many married women in the group indicate interest in future employment and few of those who do would return to general office work. Most of those who have future plans want to take either social work training or teacher training. Personnel work, radio work—particularly writing and reading stories for children—journalism, pharmacy and home nursing are also specified as desired areas for future study and work.

Those in smaller cities where there are fewer interesting jobs for women encounter special difficulty. "Openings for married women are restricted to the lowest category and it is difficult to obtain adequate pay," writes one of them.

Salaries

About one-half of those who replied to the questionnaire are currently earning between \$2,000 and \$3,000. About one-quarter are earning from \$3,000 to \$4,000 and a few have salaries of \$4,000 to \$5,000. Among the women receiving these higher salaries are some in supervisory positions and a chartered accountant.

Reasons for Choosing the Profession

The availability of general office work jobs rather than conscious choice was a factor for all age groups. Those women presently in their forties who had graduated in the depression years stressed availability in a negative sense. They made frequent references to the lack of alternative opportunities. While the replies of those in other age groups indicated a lack of direction in vocational choice, there was less of a sense of their having been forced into general office work.

Nevertheless, this was not always true. A young woman who had graduated with a B.Sc. degree in business administration and had a post-graduate degree in statistics had been the only girl in a class specializing in quality control. She had made the highest grade in her classes but found no company willing to hire a woman for this work. She ended up in a routine secretarial job.

Some daughters had a desire to know about and take part in the business world because their father owned his own business or was a businessman. Through him they had acquired an interest in office management, bookkeeping or secretarial work, which they had subsequently pursued. A number of the younger women had chosen general office work because of related experience in summer jobs.

Difficulties

The lack of challenging work assignments, restricted opportunities for advancement and low pay were cited as difficulties encountered by these women. Many spoke of a sense of futility in being occupied in work where little or no use was made of their higher education. There was a strong feeling that the more complex and stimulating jobs are not given to women regardless of their qualifications and that this in turn limits their opportunities for advancement and, also, restricts them to the lower paid jobs.

A young legal stenographer with one child whose former position is still open and who would like to return to work states that it would be "economically unsound". Yet, two women had forsaken other professions for general office work because of better pay. A young widow with a family had been a social desk editor with a newspaper, "a most interesting and satisfying job but not sufficiently lucrative". As a general office clerk she was earning a better salary and had greater security of employment. A married woman in her twenties who was helping her husband while he completed graduate studies turned from nursery school assistant to more remunerative statistical work in an office.

Satisfactions

In general, satisfactions for this group are not germane to the job. The pleasure of meeting people and working with fine associates is frequently mentioned. Many feel they have gained a better understanding of people. Others express pride in a job well done.

For a few, the responsibility of conducting a well organized office is both interesting and exciting. A woman with her B.A. in Modern Languages found it stimulating to conduct correspondence in three languages in her job with an insurance company.

The Women in the Writing Field

"From the age of eight I intended to work on a newspaper. I grew up in a small prairie town where Nellie McClung was one of our neighbours. Immediately after graduating from the university I became a reporter and feature writer for an influential daily newspaper. Later on a university professor awakened my interest in the wider field of journalism, and I went into free-lance writing. Now for a number of years I have combined the teaching of journalism and the writing of a newspaper column."—*A woman past fifty who feels that she has been "particularly lucky in contacts with the public and among journalists".*

"My work is to edit scientific bulletins on agricultural subjects in which I attempt to present technical information in readable form. I have the satisfaction of being able to combine my two chief interests, scientific agriculture and English language and literature. After taking my bachelor's degree in agriculture I spent two years as

a 'lab' technician in the pathology department of a large hospital, at the same time sharing in the management of a fruit farm. Later I did further study in English and also took a business course to get stenographic training."—*A young woman in her thirties who has found that "recognition in status and salary come more slowly to women than to men" in the fields in which she is interested.*

"Home influence was chiefly responsible for my interest in writing. Very few of my teachers were helpful but that might have been because I was not in tune with them. I majored in English at the university and during my last year was able to get some experience in newspaper reporting. I had also studied music and drama and for one year taught drama. Then I returned to news editing, including work in television. This latter medium attracted me. I persisted and am now a film script writer."—*A young woman in her twenties who feels that "some luck and a*

lot of hard work" have helped her to win her way into satisfying work in the writing field.

Among the women in journalistic and editorial work who replied to the Women's Bureau questionnaire, the majority are newspaper reporters, feature writers and columnists, including several career journalists. There are also a considerable number of editors of legal, scientific and historical journals and bulletins, some of whom are doing assistant editorial work including proofreading and layout. In the age group from 20-29 a new field of writing appears in the preparation of scripts for film and radio.

In their university work most of the group specialized in English, although in the younger age groups there are several who took a bachelor's degree in journalism. Among the older respondents other specializations occur, most of which determine the individual's field of writing. Several, for instance, are graduates in law. One person combines degrees in agriculture and science, another graduated in political science, one has a Ph.D. in philosophy, still another specialized in botany and is now a consultant in horticulture and gardening on the staff of a magazine. Psychology, history and general arts are also listed among basic studies. Several of the group have taken business courses, including stenography, and one respondent has special training in foreign language correspondence.

Participation of Married Women

One-half of the respondents are married women and of these more than one-half are working at their profession. Most of them are engaged in free-lance writing in the form of articles on special subjects, scripts for radio and film or special columns for newspapers or magazines. One woman records special satisfaction in being able to continue in her profession after marriage, but there are several who as married women have met obstacles in the way of employment. One who after her marriage continued in an editorial position has had to relinquish it in order to devote more time to her family.

The broad interests and sense of civic responsibility often associated with experience in the writing field are exemplified in the fact that several of the married women in this group participate actively in community work as members of boards of health, education, and of public libraries. Most of these are not at present in gainful employment, but there are a few who are working who find satisfaction in this additional channel for their abilities.

Salaries

The majority of the respondents in the writing field, irrespective of the particular type of work they were doing, were in the salary range from \$3,000 to \$4,000. The next largest number received from \$4,000 to \$5,000; their work tended to a higher degree of specialized editing in particular subject areas, or they were employed by larger, more influential newspapers.

One who edits reports for a business firm comments grimly that "it is generally acknowledged that a man doing similar work and carrying commensurate responsibilities would receive \$3,000 more in salary".

Positions that were paid in excess of these are in the range of \$6,000 to \$8,000 and include research as well as writing. One woman who combines university teaching with journalism receives between \$8,000 and \$10,000.

Difficulties

Most of the women writers who responded to the questionnaire have encountered difficulty in securing recognition. One person writes that newspapers show "great reluctance to hire women as general reporters". Most women are assigned to writing in the sphere of women's interests and their salaries are lower than those of men in the journalistic field. Some respondents feel this to be justified because women tend not to remain long in the profession.

One person writes of the technical problems that arise in the editing of scientific material, which she finds as much a challenge as a difficulty.

Sources of Satisfaction

Enjoyment of writing and a sense of gratification in having one's work published are sources of satisfaction common to this entire group. "I am always eager to see the paper as it comes from the press," writes one of the columnists.

In addition there are the personal rewards of meeting interesting people and of pursuing lines of investigation and research in subjects of current interest. Persons in editorial work comment on the satisfaction of presenting technical information in a field in which one has recognized competence. Several persons write of enjoyment in contributing to knowledge in their special fields, and those who do more creative writing find it a satisfying outlet. A sense of prestige associated with the profession and the feeling that one is making a contribution to the general understanding of life and of the world are also expressed.

The Women in Miscellaneous Occupations

A variety of professions and occupations are represented among the remaining replies to the Women's Bureau questionnaire. None has a sufficient number of respondents to justify extensive treatment but the replies provide some illuminating reflections on the training, experience and reasons for occupational choice of women in fields of work in which comparatively few of the sex are engaged.

Medicine

"A doctor's work is useful, interesting and stimulating and the results are appreciated," writes a doctor. In greater or less degree all of the group find richness in personal contacts with patients and other members of the profession, together with the rewards of working in a field of ever expanding knowledge and skills.

Anaesthesia, pediatrics and obstetrics, singly or in combination, are the main fields of specialization; several are in general practice, one in medical service with the CWAC. One of the three French-speaking Canadians in the group is a medical officer of health.

Eight are married, five of them in practice and all but one working full-time. An anaesthetist working on the staff of two hospitals is partner in a clinic with her husband, who is a surgeon. Two plan to take refresher courses in order to return to practice when their children are older. One regrets her inability to "combine work with marriage".

Most of the group, being self-employed, have not indicated their earnings; those who are in salaried positions received between \$5,000 and \$8,000.

Contact with persons in the medical profession, family members or friends, is the predominant reason given for choice of the profession.

Veterinary Medicine

"Finishing my B.Sc. degree in the early 30's, because of the Depression I was unable to proceed as planned with the study of medicine. Veterinary "lab" work was available, and I took the job because I knew it would give me the opportunity to learn more science," writes a woman who later entered a veterinary college and completed the degree of D.V.M. After spending some time in a hospital for small animals, she established her own practice, which in the early 1950's yielded a gross income of \$6,000.

A second veterinarian, having graduated from the Veterinary College of Ireland, had already had some experience in the profession before coming to Canada. In this country she has studied veterinary public health and is now employed in that field, an unusual one for a woman. In the future she would like to "broaden her" experience by studying tropical veterinary public health".

Pharmacy

The replies to the questionnaire suggest pharmacy as another field sometimes chosen as an alternative to medicine because of inability to undertake the longer course of study. Four of the seven pharmacists had entered the profession for that reason. Several had family connections with the pharmacy business; for instance, one woman writes that the first job she had was in her father's drug store, and that experience helped to determine her choice.

The group includes one hospital pharmacist and one woman who before her marriage had been a demonstrator and instructor in pharmacy in a school of nursing. The work experience of all the others has been in commercial dispensaries.

There is general agreement that pharmacy provides "pleasant work for a woman" but one woman comments "many customers still have more confidence in a man filling a prescription. When they hear a woman's voice in the dispensary they ask for the druggist."

A young French-Canadian woman who is on a hospital staff prefers that field to business. She feels that she is "more able to keep informed about new drugs and their effects, both favourable and unfavourable". Also, she finds satisfaction in the closer contacts with patients and enjoys a sense of team work with other hospital staff.

Current salaries reported are all in the range of \$3,000 to \$4,000.

Occupational Therapy

"My first job was in a hospital working on a program of occupational therapy for psychiatric geriatric patients. It was a wonderful experience. Six months' treatment put many of those bed-ridden men back into part-time work. After other hospital and clinical experience in the treatment of polio and cerebral palsied children and adults, I am now in charge of occupational therapy in a large hospital where I also lecture to student nurses and internes."

This young woman, not yet thirty, finds occupational therapy "vital work and a challenge". Her interest in people and enjoyment of handicrafts combined to determine her choice of profession. After one year in arts and science she took the course in occupational therapy, later spending a year in an American university and some months in Paris at the Sorbonne. She has had advanced work in ceramics and metals. In the future she plans to take up the rehabilitation of blind, paraplegic and disabled housewives.

A second occupational therapist, who after graduation spent some years in the business world, found she wanted more creative work. She spent a year in the handicraft department of an agricultural college and became a handicraft technician on the extension staff of a provincial department of agriculture, where, working through Women's Institutes, she taught crafts to rural women. Later she took the opportunity to spend a year in the Far East doing recreational and welfare work under Red Cross auspices and is now teaching crafts to patients in a tuberculosis sanatorium.

Both these women are enthusiastic about their work and emphatic about the need to keep abreast of developments in the field of therapy. Their salaries fall between \$2,000 and \$4,000.

Speech Therapy

Graduate studies in speech therapy and correction have given two of the respondents preparation for work in that field. One, after several years of teaching and experience in a mental health clinic, has recently set up a private practice. The other is on a clinic staff.

Their interest in the field was awakened in encountering children with speech defects. Both agree that there is need of much more public understanding of "this new profession".

Their earnings are in the range from \$4,000 to \$5,000.

Dentistry

Private practice engages the two dentists who replied to the questionnaire. One specializes in work for children 18 months to 15 years of age; the other follows a long line of dentists, her grandfather and her father both having been in the profession. Both express satisfaction in their studies and in their practice, especially in work with children.

Sales Promotion and Advertising

"Advertising gives more scope for initiative, imagination and personal endeavour than almost any other aspect of business," writes an enthusiastic graduate of the depression years who specialized in accounting and business administration. She adds: "Sales promotion of most commodities must be slanted towards women buyers and it is accepted, therefore, that women are needed in advertising."

Several of the group are working close to their special fields of interest. For example, a musician for a music publisher and a former journalist for a publishing firm. On the other hand, a graduate in Economics and Sociology with a background in industrial relations is copywriter for a cosmetics firm. Several with a general Arts degree are producing advertising material for large retail establishments.

Selling

Home economics graduates predominate among those in the field of selling; clothing and cosmetics are the chief products, with some dealing in household appliances. One older woman has been selling real estate for the past three years. She had graduated in Classics and spent a brief period of high school teaching, followed by a wide variety of experience including the directing of 4-H clubs, the counselling of prospective immigrants to Canada, selling life insurance, organizing a film library and working as a "welcome wagon hostess". She has "enjoyed every job, met many people, travelled widely and provided needed services for others".

The highest current salary among those reported in the selling field is between \$4,000 and \$5,000.

Private Business

"My father had his own fire insurance business and when he died I took over," writes a graduate in English literature and psychology. She also had taken a course in business college and the university extension work given in co-operation with the Canadian Credit Institute, as well as having had considerable experience in office management and accounting.

The inheritance of a business from father or husband is a familiar pattern among the respondents who are in private business; all had either "grown up in a business atmosphere" or had worked in the field.

A number, however, have developed a business on their own in the sale of women's "ready-to-wear", children's clothing and a variety of services, for example, a travel

agency, a credit bureau and a motel. One, after completing her B.A. degree, worked in the personnel field and later graduated from the Radcliffe Management Training Program of Harvard University. Three years ago, with her husband's encouragement, she established a placement service for women, in which operation she now employs three other persons.

Enjoyment of independent enterprise marks this group. Several have met "a reluctance to take women seriously" in business, which necessitates extra effort on their part. By far the majority of the group are married women.

Personnel Work and Counselling

Counselling and selection work for the Civil Service, personnel work in industry and business and the counselling of university students occupy the respondents in this growing field of work for women.

Most of the group had majored in psychology in their undergraduate work. Several have had teaching experience, and personnel selection in the women's Services during the war contributed to the background of one person. Both teaching and office work awakened in different individuals a conviction regarding the need and possibilities of job counselling.

Research in the field of aptitude testing has been a major source of interest for several in the group.

Salaries are chiefly in the range of \$4,000 to \$5,000, some higher, in the range from \$6,000 to \$8,000, and a few in the range from \$3,000 to \$4,000.

Law

"My family were always interested in the nation's life at various levels of government, and I therefore took naturally to the study of law," writes one of the lawyers who replied to the questionnaire. Both father and husband of another respondent were lawyers. Still another, after a period in the army, studied law and went into private practice with her husband.

In addition to women who have been or are in full or part-time practice, the group includes a legal officer in a firm which deals with matters of general corporate practice for a group of companies.

One woman with British background has found "difficulties due to 'her' sex in Canada. In England," she writes, "women are more generally accepted in the legal field."

There is no marked emphasis on difficulties, but one person mentions a sense of frustration that comes from inability really to share the problems of one's clients.

Economics

Governments are the chief employers of the economists who answered the questionnaire. None is under thirty and for several an interest in economics was awakened by the problems of the depression years. Two have done research in economic affairs in various parts of the world. One woman, a post-war immigrant, who has a special competence in the field of international trade relations, is employed in a minor position in business.

As women in a field predominantly male, several have felt a degree of discrimination. There is a certain breadth of outlook, however, in their satisfactions. "Interest in foreign trade prevents insularity," writes one person and most of the group have found it stimulating to study economic conditions both within Canada and in the international arena.

Several are married women who are carrying on research and study at home or working on special short-time assignments.

The highest salaries were in the range \$6,000 to \$8,000. Several were earning between \$4,000 and \$5,000.

Engineering

A consulting engineer "specializing in design, stress analysis and development work" with a long and successful career in engineering is one of the respondents. At an early age she became interested in radio and decided to go in for radio engineering. After graduation she worked with a company that changed from automobile engineering to aircraft; she changed with the company, taking graduate studies to learn more about this newer field. She writes that she has had "all the problems that every man or woman meets in industry" but has enjoyed achievement and a good livelihood—an income now over \$10,000.

A chemical engineer who replied has had a similarly rewarding experience. At present occupied with her family, she plans to take refresher courses and return to work when her children are independent of her.

Citizenship Affairs

Post-graduate study abroad in international relations prepared one respondent for responsible and rewarding work in the receiving and placement of refugees and the organizing of channels for the social and cultural education of Canadian citizens. Her interest in international questions stems from the influence of a history professor in the university where she did her undergraduate work.

P. E. I. Rehabilitation Council Formed

Representatives from 19 agencies and organizations directly interested in rehabilitation attend meeting last month at which Walter Baker was installed as chairman. Rehabilitation conference held in N. B. also

Thirty-two representatives from various groups interested in rehabilitation attended two sessions of the newly formed Prince Edward Island Rehabilitation Council on February 7. The representatives came from 19 agencies and organizations that have a direct interest in the rehabilitation program.

After opening remarks by the Hon. Forrest Phillips, Minister of Welfare and Labour, Council officers were installed. They were: Walter Baker, Chairman; Brig. W. W. Reid, Secretary; and Dr. L. W. Shaw, Dr. P. A. Creelman, Rev. Sister Mary Henry and Miss I. Arsenault, executive members.

R. N. Meilleur, Assistant Co-ordinator of Rehabilitation, Department of Labour, Ottawa, introduced the film "Call It Rehabilitation". This film, produced for the Department by the National Film Board, is expected to do much to further interest and action towards rehabilitation across Canada.

Rehabilitation Conference at Fredericton

Various aspects of the problem of re-establishing handicapped persons in employment for which they are fitted were discussed at the provincial Rehabilitation Conference held in Fredericton, N.B., on February 9. More than 90 persons attended the one-day conference.

G. Wilfred Grandlemire, Provincial Co-ordinator of Rehabilitation, reviewed the development and progress of the rehabilitation program since its establishment in 1954.

Dr. V. M. Zed, Saint John, was Chairman of a panel discussion on the medical aspects of rehabilitation, members of the panel being Dr. H. O. Tonning, Dr. J. A. McLaughlin and Dr. G. E. Maddison, all of Saint John, and Dr. A. F. Torrie, Fredericton. Dr. Zed is Chairman of a group of physicians organized more than a year ago to assess the medical qualifications of applicants for assistance in re-establishing themselves in life, after being confined to hospitals or sanatoria for one reason or another.

J. W. McNutt, Fredericton, Director of Vocational Education for the province, gave a review of the part his branch of the Department of Education is playing in the over-all rehabilitation program and of the services it provides for handicapped persons.

One of the major problems in the work of rehabilitation, that of finding positions for those who have been afflicted with mental illness, was dealt with by A. C. Ross, Regional Supervisor of Special Placements for the National Employment Service, Moncton.

The conference concluded with a dinner at which the guest speaker was Ian Campbell, National Co-ordinator of Civilian Rehabilitation. He told the meeting:

The progress made in New Brunswick in rehabilitating disabled persons during the last three years is every bit as good as that made elsewhere in Canada and, in proportion to population, is as good as that made in any one of the United States after a rehabilitation program had been in operation 25 years.

Rehabilitation is a noble work. It seeks to heal, not to hurt; to build up, not to destroy; and it seeks to extend to the disabled of this or any country the opportunity which is their birthright.

In Canada a year or so ago, Mr. Campbell reported, there were 960,000 people with serious permanent disabilities. Of these, approximately 236,000 were "very seriously disabled". Of this latter number, one-half were in the working-age group, although only 50,000 were employed. Many of these persons, he said, can be salvaged for employment, as they have disabilities that can be helped by surgery or by special exercises or training.

The whole rehabilitation program which has been carried on in Canada since a national conference on the problem in 1951, is, the speaker said, economically sound. Of the first 631 rehabilitation cases reported, all had been dependent upon their families, governments or institutions, and they had about 200 dependents as well. All are capable of being reinstated in jobs, and the 631 people will, in the first year of their employment, earn \$1,200,000.

Canada to Ratify U.N. Convention

Canada will ratify United Nations convention on political rights of women. U. S. research group stresses fallacy of popular assumptions about employment of women. Top civic jobs opened to Vancouver women

Canada will support the United Nations' convention on the political rights of women. The instrument of ratification will be forwarded to the U.N. Secretary-General at New York, it was announced last month by the Canadian delegation to the 11th session of the U.N. General Assembly.

The convention was adopted in 1952, at the 7th session of the General Assembly, and came into effect July 7, 1954. Canada was the 25th country to approve and ratify the convention. Eighteen other nations have approved the convention but have not yet ratified it.

* * *

Before refusing to employ women, or relegating them only to positions considered within their "normal" province, says the Research Institute of America, the fallacy of the following assumptions should be considered.

1. Women are better able, temperamentally and physically, to perform routine jobs.

2. Women cannot perform mathematical and technical jobs as well as men.

3. Women are not as strong as men.

4. Women are absent from work more often than men.

5. Women do not stay on the job long enough to warrant a heavy investment in advanced training.

6. Women create tension and jealousy when they are placed in departments formerly staffed by men only.

7. It just does not pay to hire women for men's jobs.

"Clearly," the report notes, "there are some extra costs and special problems involved in hiring women, yet there are thousands of companies of all sizes which find that they can cope with these difficulties, and have records to prove that they can still employ women profitably."

Most important, these companies brag that, despite drawbacks that they are quite willing to grant, efficiency of women on their payrolls mounts steadily.

The Institute feels that in today's tight labour market, few companies can afford to ignore any available pools of manpower, and that too many firms still

continue to resist and restrict the employment of women who, in many cases, form the only significant reserve of manpower.

The institute's report appears in the January 1957 issue of *The Management Review*.

* * *

A significant step in according women equal rights to men was taken in Vancouver, when city council passed a resolution from the board of administration that will make eligible for appointment to top city hall jobs "women who have more than 15 years' continuous service".

The move extends recent city hall policies giving married women the right to become permanent employees, and equal pay for equal work.

* * *

Due to growth of the population, says U.S. Secretary of Labor James P. Mitchell, more than five million women over and above the present number will be available to the labour force by 1965.

He predicts that they will find expanded opportunities for significant work in the professions, in industry, and in most other occupational fields.

Mr. Mitchell advises that "women who wish to work should prepare themselves diligently now for the opportunities of the future, and that they, in turn, have a right to expect the assistance and sympathy of industry, the government and the community," in attaining their goals.

* * *

Some difficulties encountered by older women seeking employment are described in ILO reports as follows:-

Traditional reservations and prejudices of employers on such subjects as effects of age on efficiency, adaptability, accident proneness and the aesthetic factor, arbitrary age limits, problems of pension schemes, greater longevity as a factor by itself.

The reports suggest that employment services, to counteract these items, can make extended and more careful placement effort, backed up with good vocational guidance, and that vocational training should not be confined to younger workers, as it generally is today.

50 Years Ago This Month

Bell Telephone operators in Toronto strike over Company's proposal to lengthen hours of work. Deputy Minister of Labour W. L. Mackenzie King is member of royal commission appointed to inquire into dispute

On the last day of January 1907 the operators of the Bell Telephone Company in Toronto began a strike against a change in working hours that the Company planned to put into effect on February 1, a change from a schedule of five hours a day—which the Company claimed was an experiment that had proved to be a failure—to one of eight hours. An account of the dispute is given in the *LABOUR GAZETTE* for March 1907.

The employees maintained that the new hours would cause a strain that would be injurious to health. When, towards the end of January, each employee was given the option of signing a statement accepting the new hours or of resigning his job, the employees went out on strike.

In response to an appeal by the mayor of Toronto, the Minister of Labour, Rodolphe Lemieux, sent the Deputy Minister, W. L. Mackenzie King, to Toronto to try to settle the dispute.

After Mr. King had made an unsuccessful attempt at conciliation, the Minister of Labour, on Mr. King's recommendation, induced the Government to appoint a royal commission to inquire into the matter. The commission consisted of Mackenzie King and John Winchester, the latter a judge of the county court of York County.

On the institution of this inquiry, a large number of the employees applied to be allowed to return to work, and were immediately re-engaged. The Company, however, refused to take back some of the strikers, and retained some of the relief operators it had brought to Toronto from other cities in anticipation of the strike.

In the inquiry that followed it was brought out that the Company had not explained to the employees that the new eight-hour system included relief periods and a reduced pressure of work compared with that which had been in force under the five-hour system. The Company admitted that eight hours under the same pressure as before would have involved an excessive strain on the operators, and it finally agreed to take back all its former operators at the slightly increased salaries that their former positions would have

entitled them to under the eight-hour system.

On February 18, after the inquiry had been going on for two weeks, during the course of which about 70 witnesses had been examined, the Company agreed to institute a working day of seven hours. Under this arrangement, the work was not to continue for more than two hours without an intermission of at least half an hour, and a regular schedule of work periods and intermissions was established. It was also agreed that the pressure of work should be moderate.

A committee of the operators apparently agreed tentatively to this arrangement, but they contended that, although an improvement on the former five-hour schedule, the seven-hour arrangement would still involve too great a strain on the operators. They asked the commission to consider and pronounce upon this matter in making its report.

(This commission subsequently issued a 102-page report, which was summarized in the *LABOUR GAZETTE* of October 1907. Among the commission's recommendations were the following: the appointment of a commission of medical experts to inquire into the physical effects of their occupation on telephone operators; adoption of a new schedule of hours involving six hours' work, with relief periods, to be spread over from eight to eight and three-quarter hours; overtime to be entirely prohibited; no young women to be engaged as telephone operators until they had passed a physical examination; improved ventilation of the operating room; changes in the apparatus employed and in the seats used by the operators to increase the comfort and convenience of the employees; and the establishment of a permanent board of conciliation, composed of representatives of the Company and its employees, to deal with any future dispute.)

A table giving the nationalities of homesteaders who had taken up land in the Prairie Provinces and British Columbia in January 1907, published in the *LABOUR GAZETTE*, showed that out of a total of 1,111, Americans were in the lead with 275, English came next with 159, while Canadians from Ontario numbered 152.



TEAMWORK in INDUSTRY

Montreal LMPC Marks 10th Anniversary

For the past ten years the labour-management committee at Therien Frères in Montreal has been very useful in helping to improve production techniques, and also in helping to organize social and educational projects among the employees.

The committee recently celebrated its 10th anniversary with a banquet. Speaking of the committee, G. A. Gagnon, President of the Federation of Printing Trades of Canada (CCCL), the bargaining agency, said:—

"Ten years ago Therien & Frères established a 'Goodwill Committee' (i.e., a labour-management committee). When this committee was set up the unionized employees found themselves called upon to benefit from the progress to which they had contributed in the past. In the interest of all concerned a charter of mutual co-operation was drawn up to increase employee-employer teamwork.

"The success of the committee was at first more or less ordinary, but co-operation between the parties increased. Our Federation now recognizes not only that it has developed but also that it has drawn nearer to the spirit of a labour-management committee.

"We must continually remember that consultation depends on several fundamental requirements: employers and employees must realize fully that a labour-management committee is a two-sided affair. It is not an exaggeration to say that consultation will fail if one of the parties expect to gain from the other more than it is willing to give itself.

"Labour and management must also make certain that they understand one another thoroughly. They must make an effort to gain a clear understanding of the facts, opinions and subjects which their consultations bring out.

"The Federation of Printing Trades of Canada has nothing but praise for the wonderful experiment made and the results obtained by the 'Goodwill Committee' at Therien & Frères, and it cordially congratulates both employer and workers on the success achieved."

The President of the Company, J. Alex Therien, echoed Mr. Gagnon's sentiments when he said: "It is encouraging to note that we have attained a splendid level of achievement in our labour-management relationship. To day we can consider the success of our organization as an accomplished fact."

Co-operation on St. Lawrence Project

Labour-management co-operation was the subject of a recent editorial appearing in *St. Lawrence Power*, publication of the St. Lawrence Power Project Labour Relations Association. Noting that the subjects of labour-management co-operation and good relations receive much comment, *Power* said:—

"How often is labour-management co-operation 'written in' to the extent that it is accepted as normal in the daily routine of the job? Not too often, it is feared.

"A start has been made on this project. At the year-end meeting of the union and management groups there was talk of labour-management co-operation, of harmonious relations and of a living and working partnership. But these were not mere platitudes in this case. It was pointed out that these things were coming to the stage where they are 'written in', where they are expected as part of the relationship between labour and management on this job. Evidence of the growing labour-management co-operation of the practical every-day type is found in the project-wide safety program, the charitable and benevolent fund, recreational association, the newspaper *Power*—all of these and others are the result of joint development and responsibility by labour and management.

"A start has been made. There is a great deal of room left for further development and it will all come in good time. The heartening fact is that progress is being made and in the construction industry the St. Lawrence Power Project is among the leaders in the field. The benefits of an improved labour relations climate have already been felt on this job."

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during January. The Board issued one certificate designating a bargaining agent, ordered three representation votes, and rejected one application for certification. During the month, the Board received seven applications for certification, allowed the withdrawal of one application for certification and received one application for revocation of certification.

Application for Certification Granted

International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, Local 698, on behalf of a unit of office and sales staff employed by British Overseas Airways Corporation at Montreal and Dorval, Que. (L.G. Jan., p. 59).

Representation Votes Ordered

1. International Union of Mine, Mill and Smelter Workers, applicant, and Faraday Uranium Mines Limited, Bancroft, Ont., respondent, with the name of the applicant only on the ballot (L.G. Jan., p. 60) (Returning Officer: F. J. Ainsborough).

2. Brotherhood of Locomotive Engineers, applicant, Wabash Railroad Company, respondent, and Brotherhood of Locomotive Firemen and Enginemen, intervener, with the names of the applicant and intervener on the ballot (L.G. Jan., p. 60) (Returning Officer: F. J. Ainsborough).

3. Transport Drivers, Warehousemen and Helpers' Union, Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Westmount Moving and Warehousing, Limited, Montreal, respondent (L.G. Feb., p. 175) (Returning Officer: R. Trépanier).

Application for Certification Rejected

The United Steelworkers of America, applicant, and Faraday Uranium Mines Limited, Bancroft, Ont., respondent. The Board rejected the application for the

reason that it was not supported by a majority of the employees affected (L.G. Jan., p. 60).

Applications for Certification Received

1. International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, Grain Workers Local No. 333, on behalf of a unit of elevator department employees employed by the Saskatchewan Wheat Pool at Vancouver (Investigating Officer: D. S. Tysoe).

2. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of galley personnel employed aboard vessels operated by the Canadian Pacific Railway Company, British Columbia Coast Steamship Service (Investigating Officer: G. R. Currie).

3. International Brotherhood of Electrical Workers, Local 213, on behalf of a unit of electrical mechanics and electronic technicians employed by Canadian Pacific Air Lines Limited, at Vancouver International Airport, Sea Island, B.C. (Investigating Officer: G. R. Currie).

4. International Longshoremen's and Warehousemen's Union, Local 504, on behalf of a unit of deep-sea longshoremen employed in the Victoria, B.C., district by Empire Stevedoring Co. Ltd., Canadian Stevedoring Company Limited, and Western Stevedoring Company Limited, as represented by the Shipping Federation of British Columbia (Investigating Officer: D. S. Tysoe).

5. International Longshoremen's and Warehousemen's Union, Local 512, on behalf of a unit of grain locker maintenance employees employed by Empire

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

Stevedoring Co. Ltd., at Vancouver (Investigating Officer: D. S. Tysoe).

6. International Longshoremen's and Warehousemen's Union, Local 512, on behalf of a unit of dock machine operators employed by Empire Stevedoring Co. Ltd., at the Canadian Pacific Steamships Docks, Vancouver (Investigating Officer: D. S. Tysoe).

7. Building Service Employees' International Union, Local 244, on behalf of a unit of building service employees employed by the Canadian Broadcasting Corporation at Vancouver (Investigating Officer: G. R. Currie).

Application for Certification Withdrawn

International Brotherhood of Electrical Workers, Local 213, applicant, and Canadian Pacific Air Lines Limited, Vancouver

International Airport, Sea Island, B.C., respondent (L.G. Feb., p. 176). The application was later re-submitted (see above).

Application for Revocation of Certification Received

During January, the Board received an application for revocation of certification affecting Emilien Beaulieu, *et al*, applicants, and St. Maurice District Radio Employees' Union, respondent, and the Shawinigan Falls Broadcasting Company Ltd., Shawinigan Falls, Que., respondent. The application was for revocation of the certification issued by the Board on April 14, 1955, to the St. Maurice District Radio Employees' Union in respect of a unit of employees of the Shawinigan Falls Broadcasting Company Ltd. (L.G. 1955, p. 654).

Scope and Administration of Industrial

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

Relations and Disputes Investigation Act

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territories of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch of the Director of Industrial Relations and staff are situated in Ottawa.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During January, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Cayuga Steamship Company Limited, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: F. J. Ainsborough).

2. Empire Stevedoring Company Limited, and Local 512, International Longshoremen's and Warehousemen's Union (Conciliation Officer: G. R. Currie).

3. Robin Hood Flour Mills, Saskatoon, and Local 342, Flour and Cereal Workers Division of the United Packinghouse Workers of America (Conciliation Officer: J. S. Gunn).

4. National Harbours Board, Halifax, and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: D. T. Cochrane).

Settlement Reported by Conciliation Officer

Cadwell Marine Limited, Niagara Falls, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: F. J. Ainsborough) (L.G. Jan., p. 63).

Conciliation Board Appointed

Radio Saguenay Limited (Station CKRS), Jonquière, and National Association of Broadcast Employees and Technicians (Conciliation Officer: R. Trépanier) (L.G. Oct. 1956, p. 1272).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in December to deal with matters in dispute between the Eldorado Mining and Refining Limited (Beaverlodge operations), Eldorado, and International Union of Mine, Mill and Smelter Workers, Local 913 (L.G. Feb., p. 176) was fully constituted in January with the appointment of His Honour Judge H. F. Thomson, Regina, as Chairman. Judge Thomson was appointed by the Minister in the absence of a joint recommendation from the other two members, S. H. McCuaig, QC, Edmonton, and Leo Nimsick, MLA, Kimberley, who were previously appointed on the nomination of the Company and Union respectively.

2. The Board of Conciliation and Investigation established in December to deal with matters in dispute between the Dominion Shipping Company Limited and Seafarers'

International Union of North America, Canadian District (L.G. Feb., p. 176) was fully constituted in January with the appointment of His Honour Judge W. S. Lane, Picton, as Chairman. Judge Lane was appointed by the Minister in the absence of a joint recommendation from the other two members, Raymond Caron and Colin Gravenor, both of Montreal, who were previously appointed on the nomination of the Company and Union respectively.

3. The Board of Conciliation and Investigation established in December to deal with matters in dispute between the Algoma Central and Hudson Bay Railway and Brotherhood of Railroad Trainmen (L.G. Feb., p. 176) was fully constituted in January with the appointment of His Honour Judge Walter Little, Parry Sound, as Chairman. Judge Little was appointed by the Minister in the absence of a joint recommendation from the other two members, I. A. Vannini, QC, Sault Ste. Marie, and Senator Arthur W. Roebuck, QC, Ottawa, who were previously appointed on the nomination of the Company and Union respectively.

Board Reports Received during Month

1. Canadian Broadcasting Corporation, and Canadian Wire Service Guild (Local 213, American Newspaper Guild) (L.G. Oct. 1956, p. 1272). The text of the report is reproduced below.

2. Polymer Corporation Limited, Sarnia, and Local 16-14, Oil, Chemical and Atomic Workers' International Union (L.G. Dec. 1956, p. 1545). The text of the report is reproduced below.

3. Canadian Pacific Railway Company (Eastern, Prairie, and Pacific Regions) and the Brotherhood of Locomotive Engineers (L.G. Dec. 1956, p. 1546).

Settlement Following Board Procedure

Canadian Pacific Air Lines Limited, Vancouver, and International Association of Machinists, Canadian Airways Lodge No. 764 (L.G. Sept. 1956, p. 1136).

Strike Action Following Board Procedure

Canadian Pacific Railway Company (Eastern, Prairie, and Pacific Regions) including Quebec Central and Dominion Atlantic Railway, and Brotherhood of Locomotive Firemen and Enginemen (L.G. June 1956, p. 684).

Settlement Following Strike Action

Canadian Pacific Railway Company (Eastern, Prairie, and Pacific Regions) including Quebec Central and Dominion

Atlantic Railway, and Brotherhood of Locomotive Firemen and Enginemen. Certain issues in dispute were referred to a Commission established under Part I of the Inquiries Act (L.G. Jan., pp. 5, 6 & 7).

Report of Board in Dispute between Canadian Broadcasting Corporation and Canadian Wire Service Guild

This is the report of a Board of Conciliation appointed by you on or about the fifth day of September 1956 to attempt to resolve certain issues which have arisen between the Canadian Broadcasting Corporation and a group of its employees, some 115 in number of whom approximately 80 per cent are located in Toronto or Montreal, represented by the Canadian Wire Service Guild, who staff the news-rooms of the Canadian Broadcasting Corporation throughout Canada. In the course of negotiating a new collective agreement, and following the services of a conciliation officer, these parties have been unable to agree on the following points:—

1. Definition of bargaining unit
2. Rights of temporary employees
3. Management rights, guild shop and checkoff of dues
4. Guild jurisdiction
5. Job security of temporary employees
6. Economy dismissal provisions
7. Severance pay limits and conditions
8. Job transfer rights
9. Work week
10. Travelling time credits
11. Vacations
12. Sick leave
13. Special leave
14. Leaves of absence
15. Military service
16. Mileage rates
17. Outside activities of employees
18. Salaries and classifications.

Because of the number and complexity of the issues in dispute and in an attempt to expedite the actual presentation of argument your Board arranged for an exchange of briefs by the parties prior to the actual hearing. Your Board then spent two days in Ottawa with the parties hearing their submissions and arguments and attempting to resolve their differences.

The parties were represented at these hearings as follows:

The union:

Mr. Peter M. Riley, President Local 213
Mr. Robert Buchanan, International Representative

The corporation:

Mr. K. M. Kelly, Assistant Director of Personnel
Mr. Clive McKee, Industrial Relations Officer
Mr. Guy Coderre, Assistant Industrial Relations Officer
Mr. W. Hogg, Chief News Editor
Mr. John W. Brooke, Counsel

The Board also met in executive session in Toronto on November 5 prior to the hearing to discuss the briefs which had been submitted, and in Toronto on November 27 to consider this report.

The Board desires to compliment the parties on their thorough preparation and their capable manner of presentation. It was impressed too, by the sincerity of the parties, by their business-like approach and by their obvious desire to reach a settlement. The briefs which were presented

During January, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between the Canadian Wire Service Guild (Local 213, American Newspaper Guild) and the Canadian Broadcasting Corporation.

The Board was under the chairmanship of Hugh Arrell, Hamilton, who was appointed by the Minister on joint recommendation of the other two members, Homer Payette, Toronto, and Miller Stewart, Sturgeon Point, Ont., nominees of the Corporation and Guild respectively.

The text of the report is reproduced here.

show the result of much careful and conscientious preparation by both counsel and representatives.

The existing agreement, which was the second between these parties, expired on May 31, 1956. This last agreement will be referred to throughout this report as a method of identifying the various matters in issue.

1. Definition of Bargaining Unit

Section 1.1.3 of the present agreement defines the positions which are not included in the bargaining unit. The Corporation proposes the removal of this section; the Guild desires to have this section retained.

There was a great deal of argument and discussion on this important point. But it does seem to the Board the issue can be simplified by stating the main arguments of the parties.

The Union emphasizes it is not concerned with the exclusion from its unit of *bona fide* management positions and further points out this clause has been included in previous contracts and has caused little difficulty and desires to leave questions of dispute to arbitration.

The Corporation on the other hand declares it cannot accept such a clause again, because of the difficulties in the past, and that the determination of what are management positions must be left to the Corporation and quite properly indicates that under those conditions in case of a dispute the matter can be determined by the Canada Labour Relations Board.

We are dealing here with a field of labour relations where management and employee are not easily separated or defined. Supervision alone cannot be the sole test, as each employee in a newsroom who is in charge of a particular assignment has, to some extent, supervision over others who are working with him. But it does seem to the Board that under the present clause there is no opportunity for expansion of management positions. The particular positions are defined and under this wording no new positions can be created except where new newsrooms are established. Whether the Corporation has been in fact hampered by its inability to create new management situations is not the important issue but that this situation whenever it does arise cannot be rectified under the present clause. There will always be difficulties in determining what are and what are not management positions but at least the matter should be open to review by some tribunal and the Board recommends the inclusion of the clause as proposed by the Corporation.

2. Rights of the Temporary Employee

Under the existing clause "a new employee shall enjoy all benefits of this agreement". The Corporation proposed the following addition immediately following the foregoing "except that any employee released during his probationary period shall not have the right to appeal his release through the grievance procedure".

There is no dispute between the parties as to whether or not there should be a probationary period for a new employee. The issue is the degree of job security for probationary employees.

The Board fully appreciates that the only ultimate and final method of determining an applicant's qualifications and suitability for a position such as exists within this unit is a trial period on the job during which the employee has probationary status. It does appear that full job security during this time and particularly the right to grieve on release would largely nullify the purpose of a probationary period and the Board recommends the inclusion of the clause proposed by the Corporation.

3. Management Rights—Guild Shop and Checkoff of Dues

At the present time there is in existence a modification of the Rand Formula. The Guild has proposed a full guild shop with membership a condition of employment. The usual arguments were presented for and against this suggestion by the parties. In addition the Corporation submitted this was a particularly serious matter with an organization dealing in the realm of talent where any limitation on the choice of an employee might well impair the quality of program production.

It appears obvious to the Board the Guild is anxious to obtain some further security than it presently has and the Board suggests some type of maintenance of membership be negotiated between the parties, if the Guild maintains its present position, although the Board is of the opinion the existing clause is equally effective.

The second point under this heading is a proposal by the Guild for the inclusion of a provision exempting employees from having to perform struck work, work destined for struck departments and granting them the right to decline to cross picket lines. The Corporation fears this proposal would encompass jurisdictional disputes, sympathetic strikes, refusal to cross picket lines and boycotts and that members of the bargaining unit could refuse to work in order to aid workers

outside the bargaining unit engaged in an unrelated dispute with the CBC or an outside employer.

The Board appreciates the position of both parties and recommends the inclusions of the following clause in substitution for that proposed by the Guild: "Members of the bargaining unit shall not be required to handle, perform or assist in any work under the jurisdiction of another union within the CBC which might be on strike".

4. Economy Dismissal Provisions

The Guild asks an extension of the maximum possible severance pay from 30 to 34 weeks' salary, computed on the same basis as in the present agreement, and relies largely on the fact that the three Toronto newspapers pay respectively 30, 32 and 38 weeks. This is evidently as low as 14 weeks in one newspaper in Canada where there is a first contract in existence.

The second request by the Guild is that there be severance pay to the employee's estate in case of death.

The Board recognizes both matters are strictly cost items and as the first is entirely theoretical in that no employee will be eligible for the present maximum during the next two years, and as it does not consider severance pay as a benefit to be extended to an employee's dependents should an employee die while in the service of the Corporation, the Board recommends there be no change from the present provisions.

5. Work Week

The Guild seeks a 35-hour, five-day week to replace the present contractual 40-hour, five-day week and bases its submission on Dominion Bureau of Statistics data for office workers. The Corporation quite properly points out that this is an unrealistic comparison as newsroom work is not comparable to office work but is more similar to production employment, and that with the CBC the office workers are now on a 36½-hour week while production employees represented by ARTEC have a 40-hour week.

As the onus would appear to be on the Guild to justify such a reduction in the work week and as this was not strenuously nor seriously argued, and as a 40-hour week appears to be standard for this type of work, the Board recommends against any change in hours of work for this agreement.

6. Sick Leave

Under the last agreement an employee is entitled to accumulative sick leave of 15 days per year. The Guild proposes the

addition of a clause to the effect that where an employee exhausts his sick leave credits the Corporation and the Guild shall discuss possible extension of such credits. The basis for this proposal is that the present Corporation policy permits some flexibility and leniency toward employees.

The Corporation agrees this has been the practice and states it proposes to continue to give every possible consideration to the extension of such credits.

In the opinion of the Board such extension of sick leave beyond the employee's earned credit is gratuitous and discussion on this point should not become a subject for collective bargaining nor, ultimately, arbitration and the Board recommends this proposed clause be omitted.

7. Salaries

Extensive arguments were presented by both parties dealing with this very important matter.

The Corporation presented a most complete picture of the history of editors presently on staff indicating the present age, present salary and the percentage increase in salary since joining the Corporation. The increases have been substantial.

The Guild submitted for comparison purposes the salary figures it now has in effect in its agreements with the three Toronto daily newspapers. The Corporation on the other hand emphasizes there must be more than one criterion governing wage determination and suggests one important factor is a proper national average wage standard of comparison, another is the pattern of wage increases across Canada since the commencement of collective bargaining between the CBC and the Guild, and a third is the cost of living reflected by the consumer price index. The Corporation presented extensive tables dealing with each of these points, all of which indicate that CBC editors by every comparison have received very reasonable compensation. All of which is in addition to the considerable fringe benefits. The Corporation proposes an increase of 3.33 per cent for the first year and a 5.44 per cent increase for the second year.

Compared to this statistical approach to the problem the Guild submitted to the Board that an Editor "C" in the CBC News Service can and must be compared for purposes of salary and job content value, to that of a reporter of a Canadian metropolitan newspaper. It suggested that an examination of the duties, abilities, skills and requirements for success of the two positions shows the CBC job matches or exceeds the parallel demands on the

newspaper reporter. The Board is well aware that the unique position of the CBC as a publicly-owned body imposes special responsibilities on employees in this unit, but is of the opinion the position is not entirely comparable to that of a newspaper reporter.

The Corporation quotes the Department of Labour: "Two surveys carried out by the Economics and Research Branch indicates that in general, wage increases during the past fall and winter (1955/56) ranged between 5 and 10 cents an hour". The Corporation then points out that its wage proposal would give an average of 8.4 cents in the first year and 13.4 cents in the second year.

	Present	1st year	2nd year
Start.....	55.00	57.00	59.00
6 months.....	60.20	63.00	65.50
1 year.....	65.43	68.00	71.00
1½ years.....	70.63	73.00	76.00
2 years.....	75.84	79.00	82.00
2½ years.....	81.06	84.00	87.00
3 years.....	86.27	90.00	93.50
4 years.....	91.48	95.00	99.00
5 years.....	96.93	101.00	106.00

For other classifications there should be an increase of 4 per cent the first year and an additional 4 per cent of that amount the second year with adjustment to the closest half dollar.

8. Outside Activities

At the present time employees are free to engage in outside activities provided "that such activities do not render him at any time incapable of discharging his duties to the Corporation". The Guild seeks the elimination of this proviso and contends that the present right to dismiss for "just and sufficient cause" is sufficient protection. The Corporation contends that in order to assure maintenance of operations by its staff the retention of this proviso is essential.

In the opinion of the Board the article referred to is ambiguous and capable of many interpretations and suggests that if an employee is incapable of discharging his duties at any time because of outside activities this is "just and sufficient cause" for dismissal. Therefore the Board recommends the deletion of Article 49.4.

9. Experience Definition

The Guild proposes the inclusion of Article 35.1 dealing with experience rating

The Board also takes note of the large number of very substantial settlements which have been negotiated during the past few months particularly with steel, General Motors, Ford, the railways, Westinghouse, rubber and Canadian General Electric. According to an authoritative publication the average weekly earnings in manufacturing as of August 1, 1956, has increased 5.3 per cent over the same date last year. This last figure would take into account total package settlements.

Taking all these matters into consideration and in an attempt to predict the conditions of the Canadian economy during the coming year the Board recommends the following wage schedule for "C" Editors:—

which would give the Guild the right to enter into discussion with the Corporation regarding the rate to be paid to a new employee at the time of hiring. The Corporation contends this is a prerogative of management to assess the qualifications of applicants and hire without the intervention of the Guild and that the applicant is not legally represented by the Guild until he has been hired.

The Guild argues that an applicant requires representation at the time of hiring more than at any other time. Once he has been hired and his rate decided no further adjustments can be made or negotiations conducted on his behalf. The Guild suggests this is a vital field of collective bargaining.

The Board is of the opinion this involves a basic principle of unionism—that no individual should be forced to negotiate for himself when he is represented by a certified bargaining agent. And in this instance the matter of representation at any particular point is merely a technicality. The Corporation is adequately protected by the probationary period of employment and is free to dismiss at any time an employee who does not meet the

qualifications demanded by his hiring rate. This system is apparently in existence with about two hundred newspapers and evidently works satisfactorily. The Board recommends the inclusion of such a clause, that will provide for such a system for future employees.

All of which is respectfully submitted.

(Sgd.) H. ARRELL,
Chairman.

(Sgd.) H. M. PAYETTE,
Member.

(Sgd.) MILLER STEWART,
Member.

Report of Board in Dispute between

**Polymer Corporation Limited
and**

Oil, Chemical and Atomic Workers International Union

Pursuant to the provisions of the Industrial Relations and Disputes Investigation Act the Hon. Minister of Labour appointed a Board of Conciliation consisting of His Worship, Magistrate J. A. Hanrahan as Chairman, with Mr. Benedict Crowley as nominee of the union and Mr. G. R. Richardes, QC, as nominee of the company.

The Board held sittings at the City of Sarnia on January 4, 5, 11 and 12, 1957.

There appeared for the company the following:—

L. D. Dougan, Plant Manager

G. E. Evans, Manager, Production Division

I. C. Rush, Manager, Technical Division

E. W. Skelton, Chief Engineer

W. A. Atherton, Manager, Industrial Relations

T. J. Masters, Supervisor, Labour Relations

and for the union the following:

C. J. Palmer, International representative

F. Kahanek, International representative

T. Dillon, Plant chairman

W. J. Imbleau, President, Local 16-14

A. Addie, Committeeman

Geo. Hamilton, Committeeman

S. Campbell, Committeeman

C. Pratt, Committeeman

J. MacDonald, Committeeman.

This corporation, engaged in the production of chemical rubber, operates under a Board of Directors of Canadian business leaders, responsible to the Department of Defence Production. It employs approximately 2,600, 1,600 of whom are members of this union. Approximately 700 hourly-rated men are employed in the production division, 140 in the technical division and 740 in the engineer division, which includes the maintenance department.

Both day work and shift schedules are used. Day schedules are eight hours per

day, generally Monday through Friday. Shift schedules are three eight-hour shifts per day, five days per week and involve work on Saturdays and Sundays. Other miscellaneous schedules are required from time to time to meet specific requirements.

Before February 1955 the United Gas, Coke and Chemical Workers of America had been the bargaining agent for all hourly-rated employees of this corporation. At that time a merger with the International Oil Workers was made to form a new international, known as the Oil, Chemical and Atomic Workers International Union.

By an amendatory agreement the company agreed to recognize the new body, and to substitute the name in the current agreement.

The current agreement became effective on October 7, 1954, for a period of two years, expiring on October 6 of this year.

During January, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation established to deal with the dispute between Local 16-14, Oil, Chemical and Atomic Workers International Union, and Polymery Corporation Limited, Sarnia.

The Board was under the chairmanship of Magistrate J. A. Hanrahan, Windsor, who was appointed by the Minister in the absence of a joint recommendation of the other two members, G. C. Richardes and Benedict Crowley, both of Windsor, nominees of the company and union.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act is the report of the Board, was submitted by the Chairman and Mr. Crowley. The minority report was submitted by Mr. Richardes.

The text of the majority and minority reports are reproduced here.

On July 24 of this year the company was advised by letter the union wished to "amend, revise and supplement the current agreement".

At the first meeting between the parties held August 9, 1956, the company's proposal included 10 revisions to the agreement and seven improvements in the area of wages and other monetary items. The union proposal contained 64 revisions, including an increase in wages and improvements in other contractual items.

Between August 13 and September 28 meetings between the parties were held on sixteen different occasions.

On October 2 the parties examined redrafts. The company claimed there was no change in the union's approach; the company reviewed its position and submitted to the union a revised proposal. It included items tentatively agreed to and certain further concessions, among which was a further improvement in wages and a shorter term contract.

It was then agreed to seek the services of a conciliation officer. On November 6 a meeting was held with that official. It lasted throughout the day. The conciliation officer was unable to bring the parties together on any item in dispute. He announced he would recommend a Board of Conciliation.

In the union brief an apology was tendered this Board for "calling upon it to deal virtually with the whole of a new agreement".

The explanation offered by Mr. Palmer was that the wording of the existing agreement had remained virtually unchanged for many years, "despite the former union's repeated but unsuccessful attempts in previous years' negotiations to secure amendments and additions which it was felt were necessary and warranted in the light of experience in the contractual relationship with the company and the wishes of the membership".

The company's brief contained a list of twenty-three items of the union's original proposal to which agreement had tentatively been given. In addition, during their previous negotiations, the company had withdrawn three proposals it had made.

The company claimed the only concession made by the union was to modify its request for double time for shift employees.

Commencing at 10 a.m. the first day of the Board's sitting, Mr. Palmer spent until 5 p.m. presenting the union's brief. An adjournment was then taken until 7 p.m. that evening, to permit the Chairman an opportunity of presenting and discussing with the union committee certain suggestions he had to offer as to possible

rewording of proposals made by the union to remove some of the more objectionable features, as the company viewed them. This meeting lasted until midnight.

Early in our contact with the bargaining committee for the employees it became apparent there would have to be agreement reached with the company on the wording of certain provisions in the agreement alleged to have caused trouble in the past before there would be any discussion about money.

Because of the complete stalemate existing on the non-monetary items, the Chairman had difficulty in convincing the members of the bargaining committee for the employees it was worth an effort to revise some of the union's proposals into wording that would be more acceptable to the company. Their experience at the bargaining table, they asserted, convinced them the company would not retreat from its firm stand of "No more".

From my conversation with Mr. Dougan I believed otherwise. Finally, suggestions were offered the committee on approximately twenty sections in five articles. We spent over two hours drafting these into form for presentation to the company.

On Saturday morning, before opening the formal meeting, the Chairman consulted with Mr. Dougan, Mr. Masters and the company nominee on the Board, Mr. Richardes. To this group he expressed the opinion, gained from his meeting with the plant committee the previous night, a serious deterioration in the management-employees relations existed in this plant.

This conclusion had been reached after careful assessment of the individual members of the committee, a group he was convinced were above average in intelligence and represented a class of employee properly to be described as reasonable, responsible citizens. From them he heard detailed complaints about the lack of understanding of the problems of employees displayed at the immediate supervisory level. This perhaps indicated the unusual demands for a complete revamping of the former agreement was not stemming from the change-over to the international organization but rather from complaints growing from the employees themselves.

No one listening to Mr. Dougan after this was told him could doubt the sincerity of his defence of company policy. He detailed at length the broad and generous pattern top management had endeavoured to administer in dealing with their employees. He believed, in the main, it had been successful.

Emphasis is placed upon this part of our report because of the difference represented

in Mr. Atherton's unshaken opinion, as it was later disclosed, that the committee's views were not truly representative of the general situation in the plant. He was completely confident there was no serious situation existing. The importance of Mr. Atherton's being right in this respect, as it might affect future negotiations following this report, is obvious.

The formal meeting of the parties opened at 10 a.m. The Board heard Mr. Dougan as he developed the comprehensive brief presented by the company, touching each item in dispute and the company's position. This was completed at 12.30. An adjournment was then taken until 1.30 p.m., when Mr. Richardes and the Chairman commenced a conference with representatives of management, while Mr. Crowley continued discussions with the union committee.

These meetings finally adjourned at 8 p.m. In view of the union's indication of co-operation to break the complete stalemate that had existed between the parties by agreeing to certain of his suggestions as representing a possible area for agreement on certain subjects, the Chairman felt optimistic at the manner in which these suggestions were received by Mr. Dougan. In addition to the specific items contained in the written material given the company growing out of the previous night's meeting with the union committee, the Chairman outlined certain other items he believed might well be considered by the company as not too important to permit modification so they, too, might be brought into the area of possible agreement.

At this stage in the proceedings it seemed important and worth the effort to attempt to reduce the mass, so the more difficult breaches remaining might receive special attention.

We were convinced an atmosphere had been created between the parties that warranted getting them back to active bargaining. Because of this, since an adjournment until Friday, January 11, was necessary, we suggested the parties in the interval should meet across the table to deal with the material outlined by the Board.

When the meeting resumed on Friday Mr. Atherton had returned. The hopeful atmosphere we had left had disappeared.

The Board was informed the parties had met on Wednesday and Thursday, but out of the written material given management for consideration only two items had met with approval, one the complete article dealing with arbitration, the other being one item in the grievance procedure.

None of the other several items suggested by the Chairman for exploration by the company as offering an opportunity for possible solution had been so viewed by Mr. Atherton. No other suggestions were forthcoming.

It was soon apparent Mr. Atherton believed the company should not retreat from the position it had taken on the many items remaining in dispute.

It also became apparent Mr. Atherton believed it was not possible to achieve any further solution of the whole problem at Board level; he was convinced the union had no intention of changing its fixed position, to permit what he considered a reasonable settlement.

The Chairman expressed his own conclusion, quite opposite to this; that he had, from hours spent with the union committee, concluded if co-operative bargaining could be started between the parties, great headway to an agreement was possible.

The Board continued exploratory talks with each of the parties, dealing with specific items to try to reach some point of approach. The reception of the material presented to the company, that the union committee had considered a genuine token of their desire to conclude an agreement, hung heavily over these efforts. "What's the use," seemed to have become the general pessimistic outlook.

At 7.30 p.m. the Board adjourned until Saturday, January 12, at 1.30 p.m.

Early in negotiations it had become abundantly clear unless the union succeeded in having many provisions in the former agreement rewritten, achievement by the company of a three-year contract would not be possible. The Board's objective had been lowered to a two-year contract. Finally, the situation being as it was, the Chairman discussed with each of the parties the feasibility of considering a one-year contract on a basis outlined by him, namely, each party agreeing to certain of the provisions in which change had been sought remaining untouched for the term of such a contract; that each would withdraw certain items of their proposals and immediately accept those indicated by the Board. This would reduce to a more reasonable objective negotiation of the important items remaining.

The union officials quickly assented to considering what the Board suggested, at this time maintaining its demand for a 20 per cent increase across-the-board. The company indicated it was willing to co-operate with the Board in this respect to the extent of looking at the suggestion, but expressed doubt its position could be changed.

The Board resumed at 1.30 p.m. on Saturday, January 12, and heard a detailed rebuttal of the company's brief by Mr. Palmer, with an analysis of the company's offer of an increase to the hourly rates. This centered on a comparative examination of rates of pay in four large operations in Sarnia.

The company offered no reply to the material submitted by Mr. Palmer.

Before concluding, the Chairman met with the management committee and presented a detailed pattern of the suggestion made the previous evening as to a one-year contract. It was quickly rejected. The company's reply to the Chairman's expressed conviction that the alternative seemed a strike was that consideration of that possibility had been weighed and, in fact, a blueprint for closing the operation already prepared.

During the course of these discussions the Chairman's impression of Mr. Atherton's attitude was that more often met while attempting a first contract with a concern owned by one man; one who has adopted a paternal concern for the general welfare of his employees and keenly resents invasion by a union. This was a new union organization. It was demanding putting into the agreement provisions covering well established practices of the company. A remark often made by Mr. Atherton was: "We are already doing that; there is no necessity to write it in." The necessity, of course, from the union committee's viewpoint, was the uneven administration they claimed resulted from officials at supervisory level having a different conception of what the unwritten company rule in a specific instance actually was.

Upon returning to Windsor late Friday night, with much less optimism, the Chairman discovered this editorial appearing in the *Windsor Daily Star*, under the heading:

Personnel Problems In Industry

General Manager R. H. Williams of the Canadian Westinghouse Company made a

significant observation the other day: If management instituted effective personnel development programs they could alleviate most production problems.

There is a growing recognition of this fact, though perhaps it is not widely enough understood. There has been great emphasis on new plants, new equipment, new machinery. But, in final analysis, the human element is the most important.

The advance in the ability to pick and manage men has not been as marked as the advance in technological developments. Therein lies a major source of management difficulties.

The Westinghouse Company, of course, is not long past a lengthy and costly strike.

Before closing the Board's hearings the Chairman again expressed to management his belief much good might have been accomplished by attempting to clear away some of the many items remaining; that if a strike did occur, the time out would be less. He also advised he believed an offer of a 12 per cent money increase might have proved magical in making headway.

Reviewing the whole situation in the light of attitudes and arguments, we doubt, without a work stoppage of unusual length and cost to both sides, the union will succeed in gaining its entire objective of changing existing provisions in the collective agreement. We are also convinced without a similar costly period of unproductivity the company is not likely to succeed in effecting a settlement on the basis of granting no further concessions as to changes in provisions of the collective agreement.

We believe we can best assist, therefore, by suggesting a pattern of settlement based on a one-year agreement, offering our views as to immediate concessions to be made by each of the parties as to items of relatively less importance than those we propose dealing with in detail.

We therefore suggest the union should accept the following company proposals, under the numbering contained in the union's Exhibit "D".

8.01 (a)	No strikes (subject to company deleting 8.01 (b))
11.02 (b) (IV)	Holiday pay, when unavoidably absent;
10.04 (b) (c)	Overtime—day employees
10.08 (b) (c)	Overtime—shift employees.
14.06	Stationary engineers.
14.02	Promotion after reduction.

And that the union should withdraw the following:

9.02	Increase in shift differential
10.03 (d) (e)	
10.07 (e) (f)	Overtime transportation and meals;
18.02	Payment for injury above Workmen's Compensation;
18.04	Dirty work bonus;
18.05	Trades recognition.
19.	Sick leave.

We believe the company, in the interest of a quicker settlement, might agree to deleting the following proposals:

2.02	No intimidation or discrimination;
13.05 (b)	Transfer from salary payroll;
14.03 (b)	Transfer and the promotion;
8.02	Discharge for work stoppage;
10.03 (a)	Words therein: "After reasonable effort by supervision";

And accept the following union proposals:

6.04	Date of error for payments on rates of pay;
13.03	Seniority for probationary employees;
14.03 (a) (c)	Demotions;
Appendix "A"	Stewards and committeemen.

We also suggest the following as offering possible solutions for the more difficult items:—

Union Security—The present provision includes maintenance of membership as a condition of employment by an employee who is now a member of the union or any employee who becomes a member, with an escape clause permitting withdrawal of union membership within a fifteen-day period prior to the expiration of the agreement. Further, every employee of the company is required after ninety days' employment to pay the regular monthly dues of a union member.

The union asks a new provision requiring all new employees to become members of the union; reduction in the number of days after which employees must pay union dues from ninety to the date of hiring; permanent maintenance of membership and no change to present non-union members.

This was resisted by the company on the basis it is the union's responsibility to attract new members to its organization; what is suggested is an interference with an individual's right to work.

The union accepted a change in the first sentence of this article to include the word "agree" and to delete the amount of union dues and the amount of assessments appearing in the existing provision.

The Board was advised only two members of a total of sixteen hundred took advantage of the escape clause before the expiration of the existing agreement.

We suggest the union might withdraw its request that all new employees become members of the union, upon the company undertaking to collect dues from new employees after thirty days' employment and to withdraw the existing "escape clause".

We believe this concession by the company should be contingent upon the union withdrawing its request for deletion of the management's rights clause.

Grievance Procedure—The principal breach in the amendments suggested is in the union's request that employees are first to discuss their complaints with the steward and that official is to decide whether the next step, a discussion with immediate supervision, is to follow.

We do not look upon suggested changes in time limits for the various stages of procedure as presenting any difficulty for the parties to settle.

The principal change is resisted by the company, who proposed the employee having a complaint should discuss the matter with his immediate supervisor, with or without his steward.

It was argued for the company an employee is in the best position to present the facts and reduce the possibility of misunderstanding. Furthermore, as the aggrieved party, the employee should have the right to decide whether or not the settlement proposed is satisfactory.

To substantiate its position the company stressed the fact that during the year 1955 there were only 43 grievances processed, with five going to arbitration, resulting in four awards in favour of the company and one in favour of the union; that during 1956 there had been 31 grievances, two going to arbitration and one remaining to be heard. Of those heard, one award was in favour of the union and the other the company.

This example given by the company represents one of the chief reasons for the suggested change by the union. For them it was claimed many an employee was "out-talked", as it was described, by his immediate supervisor, when he had just cause for a grievance. In many instances the time specified for processing a grievance had passed before they came to the attention of union officials. It was claimed the manner in which this provision was being administered at the level of immediate supervision was causing increasing dissatisfaction among employees.

Because of the statutory provision contained in Section 26 of the Industrial Relations and Disputes Act, providing, "Notwithstanding anything in this Act, any employee may present his personal grievance to his employer at any time", we believe if this is included, the company might try the following provision for a one-year term:

The parties to this agreement are agreed it is of the utmost importance to adjust grievances and disputes as quickly as possible and in order to accomplish this, agree the procedure shall be as follows:

Step No. 1—Subject to the provision contained in Section 6... (of the agreement) (which is to spell out Section 26 as quoted) an employee who considers he has a complaint or grievance should first confer with his union steward, who may then submit the complaint or grievance in writing to the employee's immediate supervisor. Such supervisory official is then to discuss the grievance with the steward.

Subject to what is decided as to times allowed in the various steps for replies, and because settlement has been reached as to Section 6.05, we believe the proposals by the union as to the remaining sections offer no difficulty for the company.

Special Work Requirements—Both parties recognize that certain work requirements make it necessary to establish work periods, work days and/or days off which do not conform with general outline of hours of work and payment.

Difficulty has arisen in the past about the scheduling of employees on such shifts to a point where the complaints received by the Chairman from members of the committee concerning it make it appear a chafing situation requires special consideration by the company.

The union's demand for mutual agreement as to future scheduling of this type is regarded by the company as a direct attempt to infringe on the rights of management.

Our suggestion is, for the term of a one-year agreement, the Union accept the company's new proposal "to discuss such arrangements with the union before they are established".

Night Crews—Turn-arounds and Emergencies—Here again the necessity is recognized by both parties. The method of payment has created dissatisfaction. The company now proposes payment should be in accordance with the normal rules for shift employees; the union asks overtime rates to be paid for the first four days on such schedules.

The company's proposal would add to the income presently received by night crews, the shift differential and another paid lunch period being granted.

In view of other hoped-for monetary gains, we suggest the company's proposal be accepted.

Change of Schedule for Day Employees—This is an existing provision causing trouble. The union's proposal is that a change of schedules for day employees cannot be effected on their 6th and/or 7th consecutive work day (Saturday and Sunday). The actual physical change may be made. However, payment is to be at overtime rates until the first regular work day, which would be Monday. Monday would then be paid for at the bonus rate for change of shift. This amounts to premium pay for work on Saturday and Sunday, followed by a shift bonus on Monday.

The union agreed to accept the company's rewording of the existing provision in this connection, but asked these words be added: "However, no such change can be effected on an employee's sixth (6th) and/or seventh (7th) consecutive work day".

The Board suggests the company proposal be accepted without the words sought by the union, on an undertaking by the company to further explore this situation with a view to avoiding changes on the sixth or seventh days.

Payment for Specified Holiday—Here again the union has agreed to the rewording of this provision as proposed by the company but asks payment of double time in place of the time and one-half proposed by the company.

We suggest the union accept the company's proposal, in anticipation of further improvement in the hourly rates.

Holiday Pay—if Not Worked—The union's demand is that the existing provision that payment for a specified holiday is not to be made if the holiday falls on an employee's day off for the first time in each calendar year be deleted, also "absence on account of illness" or "on Workmen's Compensation". This would leave payment to be made for all holidays with the exception of absence on leave without pay.

The company reasoned this operation is on a continuous twenty-four hour basis, seven days per week. There are three shifts per day, seven days per week and the shifts rotate each week. Shift schedules are further changed every four months in order to change an employee's days off. In the event a holiday falls on a regular

work day, shift employees do not receive the day off. It is not practical to give them a day off in lieu of the holidays. Day employees, however, do receive the day off. There is consequently a difference as to specified holidays for day and shift employees.

We suggest the union's proposal is too sweeping, but would recommend negotiation between the parties to work out a more equitable system. It was stated an examination by the union showed that during the next three years shift employees would lose pay for one holiday each year.

Vacations—The present provision is for employees upon completion of one year's continuous service to receive one week's vacation; upon completion of the second and each succeeding year of continuous service, two weeks' vacation. The union asks that for the tenth year of continuous service the vacation period should be increased to three weeks.

The company suggests the existing plan should be improved so three weeks' vacation will be given upon completion of fifteen or more years' continuous service. They point out that during the current year seventy-four hourly employees would qualify for this increase, in 1958 three hundred and fourteen and in 1959 four hundred and eighty-seven.

Into this problem is also injected the matter of computation of vacation pay. At the present time it is based on the amount an employee would normally have earned, exclusive of shift differential, had he not taken a vacation.

The company suggests this remain the same but that such shift differential as he would have earned had he not taken his vacation be included.

The union has proposed the method be changed so the proper percentage would be taken off his gross annual earnings averaged on the preceding four months or one week (or more, as the case may be) of his normal earnings, whichever is the greater.

Had this matter proceeded to the point of negotiation with the Board we intended suggesting a possible change in the method of computation based on forty times the employee's regular hourly rate if he received one week's vacation, eighty times his regular hourly rate if he received two weeks' vacation, and in lieu of the shift differential being included, a new bracket of one hundred hours the regular hourly rate for those who have served twelve years or more up to fifteen years, when he would receive one hundred and twenty hours his regular hourly rate, plus shift differential.

We also have suggested the union accept the company's proposal as to vacation pay for those leaving the employment of this company. The method outlined would be adjusted to the foregoing proposal, if acceptable.

Seniority—Definition—The existing provision defines seniority as length of continuous service as "commencing with the employee's hiring date". The company asks no change be made. The union proposed seniority date from the employee's hiring date in the bargaining unit.

Into this problem the company has injected the suggestion if an employee having no previous service on the hourly payroll is transferred from a salaried job to an hourly-rated job such employee is to be given seniority credit for the time spent on such payroll.

The union's brief states the present definition of seniority commencing with an employee's hiring date has been taken by the company to include those coming from outside the bargaining unit. An arbitration hearing was necessary to establish this was not so.

To avoid further contest the union asks the provision should contain the words "hiring date in the bargaining unit".

This, of course, is a problem that has vexed many negotiating teams.

We believe the company might well maintain the *status quo*, by accepting the union's interpretation and withdrawing its suggestion that an employee having no previous service on the hourly payroll, on being transferred from a salaried job should receive seniority credit for the entire time of his employment.

Promotions—This is one of the more pressing problems. The present provision accepts seniority, except where one candidate possesses a clear margin of ability over all other employees eligible for the promotion. The company asks no change. The union offers a provision that in the filling of all positions, whether promotional or otherwise, seniority shall be the governing factor, subject to the provisions of a job progression plan "to be mutually agreed upon" between the company and the union.

The union reasoned in this suggestion they were not asking that seniority should be the sole factor. The proposed job progression plan would not be on the basis of plant-wide seniority, but rather it would be closely related to sectional or unit seniority, as contrasted, for example, with departmental seniority.

This passage from the union's brief illustrates what a thorny problem is contained in this Article:

It can truthfully be stated no other single provision in the old agreement has been more obnoxious to the employees, or more frustrating, or the cause of more bitterness and misunderstanding between the company and the union.

The company urged their operation makes use of complicated and expensive electronic and mechanical process equipment. It is imperative, they reasoned, in the interest of productive efficiency and the safety of all employees that jobs be filled by men who are most capable of carrying out the responsibilities of the job. In order to carry out its full responsibility the company urged they must see that jobs are staffed with men most capable, rather than staffing them with men who are merely able to get by.

As to the union's proposal for a job progression plan, the nature of the operation is such, it was claimed, any such plan would be invalid in short order. Changes in process, new equipment, organizational problems often necessitate new jobs or changes to existing ones. No plan could be flexible enough to meet such conditions.

The suggestion there should be mutual agreement upon such a plan was completely rejected by the company.

As proof the existing provision was not working oppressively, the company produced figures showing from January 1, 1955, to June 1, 1956, there had been 449 promotions and in 85 per cent of the cases promotions went to the senior employee in the group. During that period only four promotions went to grievance procedure.

We have made a quick review of many existing collective agreements containing provisions as to the basis on which promotions are to be made. Short of seniority prevailing in the manner suggested in the union's proposal, we believe the existing provision puts a greater responsibility upon the company to establish justification for its action in a promotion should it be challenged than most.

Mr. Palmer admitted preparing a plan for job progression would be a difficult and lengthy task. There have been discussions between the parties in the past on this subject. The company expressed willingness to continue such discussions.

Our suggestion is unless and until some such job progression plan is finalized (and the union brief indicates it is tied in with their proposed 14.01(a)) the existing provision should remain unchanged.

Contracting Out—The union requested inclusion of a new provision that except by mutual agreement with the union, it will not "contract out" to private contractors any type of work, maintenance or construction, capable of being performed by employees coming under classifications covered by this agreement.

The company protests this as being completely unacceptable. They pointed out in 1955 there were as many as 135 pipefitters working in the plant under contract. The figures fluctuate monthly, depending upon the requirements of the job at hand. The problem of hiring tradesmen to fit into their maintenance crew on this basis, they argued, should be obvious.

This is a problem many companies are facing as the demand for a provision to cover contracting out increases. Such a provision is now appearing in collective agreements, with varying degrees of restraint in the language used.

On this subject we make no recommendation other than offering a sample of a clause used in the collective agreement of the Algoma Steel Corporation into which we have inserted the words "when the number available on the payroll for the purpose is inadequate" to cover the special objection made by the company:

The company agrees that work normally performed by employees within the bargaining unit or similar work which it has been past practice to have performed by members of the bargaining unit shall continue to be performed by members of the bargaining unit when the number available on the payroll for the purpose required is inadequate and provided this Article shall not deprive the company of the right to contract out work not normally performed by employees within the bargaining unit nor work involved in new construction.

Safety and Health—There is no clause covering this subject in the existing agreement. The union asks not only for such an inclusion but asks it contain provision that suggestions made on behalf of the employees should be subject to negotiation between the company and the union.

The company is proud of what it has done in this respect. There is a safety section staffed by a supervisor and three inspectors who are on call at all times. It was also claimed there is a medical department, staffed by four registered nurses and a qualified doctor.

This perhaps serves as a good example of how top management plans in a broad way, with very good intention to accept its responsibilities to the general welfare of its employees, but is perhaps not fully aware of the manner in which their plans are being implemented.

The Chairman listened to loud and prolonged complaints from various members of the committee on this subject, not so much from the safety angle as from health. This is a twenty-four hour operation, but there is no nurse on night duty. If care is required it falls to the plant guards, who have been given a St. John's Ambulance course. The employees claim they are neither competent nor happy in this assignment.

There were also complaints that reports of conditions requiring attention made at the monthly meetings with management were too often ignored.

We can see no reason for the company not putting into the agreement a clause that sets forth their avowed interest in this important subject. The members of the committee claim they often meet this taunt at the lower level: "There is nothing in the agreement."

We suggest this provision should declare the right of the union to bring to the attention of management in a formal manner complaints of the manner in which such a plan is being put into effect. We would not recommend it include the right to negotiate suggested improvements.

Something similar to the provision contained in the current agreement between the Canadian Westinghouse Limited and the union certified for its employees might do:

The company shall continue to make reasonable provision for the safety and health of its employees during the hours of their employment. The union will co-operate with the company to maintain good working conditions and assist in assuring observance of safety rules.

2. The company welcomes from the union, its members, or any employee, suggestions regarding safety and health.

Leaves of Absence—We subscribe to the union's proposal that various items regarding leaves of absence throughout the existing agreement might be gathered together under a separate article heading.

This was one subject the Chairman, in his meeting with the bargaining committee for the employees, developed into written form for submission to the company.

The company had agreed to increase from two to six weeks the present limitation on leave for union business; also, because of the possibility of a member of Local 16-14 being elected to office in the international executive, they were in agreement a leave of absence up to one year should be provided, such employee to maintain and accumulate seniority while away.

Objection was taken, however, to the union proposal for a wider application for union business so that "for good and

sufficient reasons" such leave should be granted to employees, without discrimination. The union also asked approval from the union should be obtained for any leave of absence amounting to more than 30 days.

The company urged they had the right to know something of the employee's activities while on leave of absence; that such leaves should only be granted for reasons about which it is in agreement.

We offer the following as a pattern for the solution of this particular dispute:

When plant conditions permit, and on written request of the Chairman of the Union Committee submitted reasonably in advance, the company agrees to grant leave of absence without pay to employees selected by the union to attend conventions and conferences as representatives of the union. Such leave shall not exceed six weeks in any twelve-month period for any one employee.

When plant conditions permit, and on written request from the Chairman of the Union Committee submitted at least two weeks in advance, the company agrees to grant leave of absence without pay for a maximum period of one year to one employee who has been elected to office in the International OCAW. The leave of absence may be renewed by mutual agreement.

The company will, on application by the union, grant to the president and/or the secretary-treasurer of the union a leave of absence without pay for a term of not more than one year. Each such leave of absence will on request by the union be extended for one further period of not more than one year.

When plant conditions permit the company agrees, for reasons satisfactory to it, and upon receipt of reasonable notice, it will continue its practice of granting leaves of absence without pay to a maximum of one year to any of its employees.

Any employee granted a leave of absence under this Article shall maintain and accumulate seniority during such absence. Any employee upon returning from a leave of absence granted under this Article shall be entitled to resume the job he held prior to his leave of absence.

Chairman and Committeemen Entering Plant while Off Duty—The former provision permitted the Chairman of the Union Committee, if off duty and after obtaining prior approval from the Industrial Division during regular work days and from the plant shift foreman on all other occasions before entering the plant, to attend to union duties in the plant.

The company's new proposal is that the Chairman should obtain approval through the Security Section alone before entering the plant to attend to union duties.

The union's new proposal is that the Chairman and Committeemen, if off duty, are to be permitted to enter at any time on union business provided they first report

to the Security Department, who in turn shall notify the supervisor concerned.

On occasion in the past permission has been refused the Chairman. This has led to a firm request for the change sought. The refusals have been taken as a company attempt to interfere or hamper the proper conduct of necessary union business. The company denied this suggestion and maintained safety and security requires knowledge of all personnel within the confines of the plant at all times.

This is a good example of the necessity of learning to live together, recognizing the other's problems. On the basis of safety and security the reasoning of the company seems well grounded. The necessity for union officials to gain entry to the plant for the purpose of servicing the collective agreement, of course, should not be hampered.

If minor officials have not used proper discretion in the past, I am confident management will now see the wisdom of making plain to those concerned that only sufficient reasons based on safety and

security should be permitted to enter into the withholding of such permission.

We suggest the union accept the requirement of reporting for approval and the company enlarge such permission to more than the Chairman of the Committee.

Wages—At the outset of negotiations the company included in its proposal to the union a wage offer amounting to 6 per cent increase at date of signing, followed by 3 per cent on April 7, 1957, and a further 3 per cent each year until the contract expired on April 6, 1960. In addition, the company also proposed inclusion of a cost-of-living escalator.

Later the company revised its original wage offer by proposing 8.5 per cent increase at the date of signing, followed by 3 per cent after one year and a further 3 per cent the following year. A cost-of-living escalator was also included.

The company furnished the Board with a comprehensive survey of this problem in support of its proposed schedule of wage rates, based on a three-year contract, as follows:

	Present	Increase on sign.	After 12 mons.	After 24 months
Operator (Grp. Ldr.).....	2.21	19cts.	7cts.	7 cts.
1st Asst. (C1. I Mech).....	2.07	18	7	7
2nd Asst. (C1. II Mech).....	1.93	17	6	6
3rd Asst. (C1. III Mech).....	1.81	15	6	6
4th Asst. (Jr. Mech).....	1.70	14	6	6
Handyman.....	1.61	14	5	5
Utility.....	1.52	13	5	5
Labour	1.44	12	5	5

As stated, the union's demand was for a 20 per cent increase across-the-board on a one-year agreement.

There can be no doubt on the evidence presented by both parties, this corporation is operating in an area where its neighbours pay high wages. The Imperial Oil Company leads in rates. In 1946 the St. Clair Processing Corporation, formerly a subsidiary of Imperial Oil, was taken over by Polymer. This company had established a wage schedule similar to that of Imperial Oil; also Imperial Oil job classifications were generally adopted.

The company protested it was not its intention to tie its rate structure to that

of Imperial Oil: "It goes without saying that Polymer, nor any other company, could bind itself indefinitely, or for any period, to pay rates equal to those paid by a corporation whose market potential and economic structure are so entirely different."

From the mass of comparative material furnished the Board by the company perhaps showing rates paid during 1956 on the average by 11 petroleum OCAW contracts, 6 chemical OCAW contracts, three Sarnia companies and Polymer to operators, class 1 mechanics and to labourers, best show the basis of its argument:

	Polymer	17 OCAW	11 OCAW (Petroleum)	6 OCAW (Chemical and others)
Operator.....	2.21	2.30	2.37	2.14
Labourer.....	1.44	1.55	1.57	1.50

The average rate paid by eight Sarnia companies to operators was \$2.21 compared with \$2.07 paid by Polymer.

The rebuttal by Mr. Palmer showed this comparison for these three classifications of rates paid by Imperial Oil during 1956,

with, as he claimed, an increase in the offing:

	Polymer	Imperial
Operator.....	2.21	2.51
Tradesman.....	2.07	2.32
Labourer.....	1.44	1.66

The same comparison was made with rates paid by Dow Chemical:

	Polymer	Dow Chemical	June 14/57
Operator.....	2.21	2.40	2.51
Tradesman, class 1...	2.07	2.30	2.40
Labourer.....	1.44	1.60	1.67

And with the Fiberglass Company:

	Polymer	Expired Dec. 17/56	Offered and refused On sign. 2nd yr.
Tradesman (class 1).....	2.07	2.25	2.46
Labourer.....	1.44	1.57	1.65 1.70

The comparison with Canadian Oil:

	Polymer	1956-57
Operator.....	2.21	2.48
Tradesman (class 1).....	2.07	2.29
Labourer.....	1.44	1.64

From these figures Mr. Palmer argued that although this corporation properly belonged in the category of the companies cited, it was apparent that during 1956 Polymer's employees had dropped behind considerably.

It is not our function to assess what increase in wages, if any, a company might be willing to pay rather than have its plant closed by strike action. The continued welfare of the employees, tied as it is to the successful operation of the business, requires prudence and judgment in the demands made.

We are going to express this opinion, formed at the hearing, if the company had considered a one-year contract and there had been an offer of 12 per cent across-the-board we believe we would have been well on our way to the settlement of many of the problems remaining unsolved.

We wish to express our appreciation for the very considerable effort made by the parties to prepare material for this hearing and for the able manner in which it was presented.

(Sgd.) J. A. HANRAHAN,
Chairman.

(Sgd.) BENEDICT CROWLEY,
Member.

Dated at Windsor, Ont., this 17th day of January, 1957.

MINORITY REPORT

I have read a copy of a report prepared by the Chairman. While, at first, I assumed it was a draft and intended as a basis for discussion with the other members of the Board, it is my understanding that it has been signed, without alteration, by the Chairman as given to me and forwarded to the Minister of Labour.

I was not advised as to whether or not the other member of the Board was prepared to, or did, concur in the Chairman's report.

I was concerned—and so expressed myself to the Chairman—that the use of the personal pronoun "we", as used in the Chairman's report, particularly in the first eleven pages thereof, would leave the inference that it included myself.

The Chairman has assured me, however, that no such inference could be taken because, as he stated, the reference could only be taken to mean those members of the Board who actually signed the report.

This is important because I completely disassociate myself from what I consider to be an unwarranted and unjustified criticism of a member of the company's supervision.

For three of the four days of the hearing the Chairman had every opportunity to express directly to the Manager of Industrial Relations either alone, or in the presence of others, the views which the Chairman has expressed in his report. Obviously this would have been the fair and reasonable course to pursue as it would have afforded the Manager of Industrial Relations the opportunity, himself, to refute the accusations which have been made against him in the report.

The Chairman did not do so but has chosen to adopt the method which he has followed in order to express his views.

The company's brief consists of more than 100 pages exclusive of exhibits. The time, attention and effort that must have been spent in its preparation are apparent.

To anyone who chooses to read the brief there is one conclusion that must be irresistible, *i.e.*, that it sets out clearly and definitely the views and attitude of Polymer Corporation, towards the demands (so-called) of the union, and of the company's policy where its policy is involved.

Throughout the hearing the company was represented by a committee composed of several members of supervision, in addition to those noted in the Chairman's report as formally representing the company.

On numerous occasions, particularly during the usual general discussions, the former, when called upon, or voluntarily, expressed themselves. They expressed the same views and reflected the same policy as does the company's brief. These were the views and this was the policy which they, as well as management, had had a part in developing and determining as negotiations progressed after their commencement in August last.

During the hearing it was made evident that the executive officials of the company were keeping themselves fully informed of developments. The Chairman has seen fit to quote an editorial from *The Windsor Daily Star*. Since it is apparent that the statement referred to therein was not directed to any particular company I must assume that, in the Chairman's opinion, the views expressed in the statement apply to all corporations, without exception.

Perhaps it would have been more relevant had he quoted an article, which I drew to his attention during the hearing, from the *Financial Post* which dealt specifically with the parties appearing before this Board and with the matters of disagreement between them.

The *Financial Post* states:

Labor Aims For Big Jackpot in Polymer Contract Fight

Union labor this week renews its attempt to set a stiff wage-and-benefit pattern for Canada's chemical industry

A conciliation board Jan. 4 was scheduled to hear arguments from Federally-owned Polymer Corp. and Oil Chemical and Atomic Workers' Union.

The big Sarnia-based company (1,600 workers involved in this dispute) thinks it already pays top rates. It has made a wage offer of 22 cents to 33 cents spread over three years, with 12 cents-19 cents immediately.

But the union hasn't budged from demands presented months ago. The result: Absolutely no progress toward settlement.

The imposing list of main union demands:

- 20 per cent wage hike on a one-year contract.
- Double time for all overtime.
- Triple time for holiday work.
- A wide assortment of other wage and benefit increases.
- All promotion to be based on seniority, without regard for ability.
- Arbitration of all disputes, whether or not in the area covered by the company-union contract.
- Elimination from the contract of the management rights clause.

This rates as one of the biggest packages ever demanded of a Canadian employer. The union—which is young and ambitious—wants to make a big name with a big gain.

It hasn't modified its position since October.

Whatever the result—even if based on the present company offer—it will set a stiff standard for the chemical and allied industries. Other unions in the field can't afford to be left behind by OCAW.

In view of the foregoing it must appear unrealistic and bordering on the ridiculous to suggest that the position taken by the Corporation in the hearing before this Board was attributable to any one individual whether he be a member of management or supervision.

In my opinion—gained from considerably greater knowledge than the four days spent in this hearing—the collective bargaining "atmosphere" at Polymer commenced to deteriorate after the 13th day of July 1955, on which date the company signed an agreement with the present bargaining agent substituting it for the previous bargaining agent.

I turn now to my recommendations. I consider the first matter of importance to be dealt with is the term of the contract. The union's original proposal was a one-year agreement. Throughout negotiations and the hearing before the Board the union's position has remained adamant.

The company, on the other hand, proposed a three and one-half year agreement with an initial wage increase and further increases during the life of the agreement.

Before the union requested conciliation services the company reduced its proposal of a three and one-half year agreement to one of three years with a larger amount as an initial wage increase and again increases during the life of the agreement.

It is apparent that, if settlement is to be effected, a compromise must be reached in the area between the two proposals and in this area a two-year contract appears to be logical.

In 1956, in many other large industries, agreements for two years or more became the rule rather than the exception. This is a matter of record.

In Sarnia, in fact, the OCAW signed an agreement with a company in the chemical

industry, basically for two years, and shortly before the Polymer negotiations commenced.

I am therefore unable to understand the inflexible attitude of the union in this regard.

Furthermore the Chairman's report states: "The Board's objective had been lowered to a two-year contract." I can find no reason given for "lowering the objective" still further to a one-year agreement. I must assume, therefore, that the Chairman's reason is the adamant attitude of the union.

I recommend a two-year agreement and on this basis I am prepared to join in many of the Chairman's recommendations as will hereafter appear.

I deal now with the items with respect to which the Chairman, in his report has expressed the view that they are relatively of less importance. Some of these items, even relatively, are of considerable importance.

My references to the numbering is the same as the Chairman's:

8.01 (a) and 8.01 (b).....	I cannot find such numbered clauses in Exhibit "D" to the union's brief. I am therefore unable to comment thereon.
As to the following items I concur with the Chairman's recommendations:	
9.02.....	Increase in shift differential
10.03 (a).....	Words therein "after reasonable effort by supervision".
10.03 (d) and (e).....	Overtime transportation and meals.
10.07 (e) and (f).....	Overtime transportation and meals.
10.04 (b) and (c).....	Overtime—day employees.
10.08 (b) and (c).....	Overtime—shift employees.
11.02 (b) (4).....	Holiday pay when unavoidably absent.
14.02.....	Promotion after reduction.
14.03 (a) and (c).....	Demotions.
14.03 (b).....	Transfer and then promotions.
14.06.....	Stationary engineers.
18.02.....	Payment for injury above Workmen's Compensation.
18.04.....	Dirty work bonus.
18.05.....	Trades recognition.
19.....	Sick leave.

2.02 *No intimidation or discrimination*

The fact that there is a section of the Industrial Relations and Disputes Investigation Act, prohibiting discrimination as set out in the section, shows the very great importance which the statute attaches to this subject. To delete the provision contained in the agreement and which is similar, only in some respects, to the provisions of the section, is to minimize its importance.

Furthermore, if there is a violation of the statute the company would be confined to pursuing the remedies provided by the Act. In my opinion the company should also be able to proceed against the union for breach of the agreement.

6.04 *Date of entry for payments on rates or (of?) pay*

I do not agree with the union's proposal nor with the provisions contained in this section of the agreement.

Any part of a grievance, whether for back pay or otherwise, which is not settled through the grievance procedure must be dealt with by an arbitration board. I con-

sider that back pay, if any, to which the griever may be entitled, should be and can best be, determined by the board.

13.03 *Seniority for probationary employees*

Seniority for probationary employees is to be carefully distinguished from the number of days during which an employee must work before his union dues are checked off.

In previous years the probationary period was much longer than ninety (90) days in most agreements. This period has gradually been reduced until ninety (90) days is the period of time which is found, generally, in collective agreements.

In my view, with ninety (90) days, the period has been shortened to the irreducible minimum.

Bearing in mind the main purpose of the probationary period, the actual result is that the employee is only on the company's premises for a period of about sixty-four (64) working days. I refer to those companies, of course which, like Polymer, have a five-day week.

13.05(b) *Transfer from salary payroll*

I am stating my views on this item later on in my report under the caption "Seniority—Definition".

Appendix "A"—Stewards and committeemen

I believe that the parties are sufficiently near to agreement on this item as to enable them to resolve it by further negotiation.

In any event, the nature of the item is such that I do not consider the Board is in a position to make a recommendation.

At this point I emphasize that while certain proposals were made to the parties during the hearing no attempt was made by anyone to settle "the more difficult items" as recommended in the Chairman's report.

Had such recommendations been put to the parties by the Board I feel confident that greater progress would have been made towards settlement and possibly actual settlement accomplished.

Union Security—I agree with the Chairman's suggestions.

Grievance Procedure—Not only am I firmly opposed to any provision which would affect an employee's right to file a grievance but I am of the opinion that any wording which would attempt that result is certainly against the intent of Section 26 of the Act, if not against the express provisions of that section.

Special Work Requirements—I agree with the Chairman's suggestion that the union accept the company's new proposal "to discuss such arrangements with the union before they are established".

Night Crews—Turn-arounds and Emergencies—The company's proposed payment is very liberal. I therefore recommend, in accordance with the Chairman's suggestion, acceptance of the company's proposal irrespective of other possible monetary gains.

Change of Schedule for Day Employees—I agree with the Chairman's suggestion.

Payment for Specified Holiday—As is made to appear in the company's brief, in August last the company offered to pay time and a half for hours worked on a paid holiday (in addition to holiday pay) which in my view is liberal. My agreement, however, with the Chairman's suggestion is not coupled with any anticipated increased earnings on some other basis.

Holiday Pay if Not Worked—I recommend that the two parties continue to discuss this question and resolve their differences taking into consideration the existing practices in comparable industries.

Vacations—I recommend that the present vacation plan be continued but revised so

as to enable provision for three weeks' vacation to employees with fifteen or more years of service. The present method of payment should be continued.

Seniority—Definition—Seniority is length of service with the company. Vacations, sick benefits, pensions, etc. to which an employee is entitled depend upon those years of service. Why then, for the sole purpose of determining seniority in the bargaining unit, should an employee be discriminated against and thereby deprived of recognition of his years of service merely because those years with his employer have been earned in a job with the company but which job happens to be outside the bargaining unit?

That the above principle is fundamentally sound and fair is generally recognized in collective bargaining agreements and in particular by the OCAW as is evidenced by the following provision:

Seniority shall, for the purposes of this agreement, be calculated so as to include all periods of a person's employment from the earliest date on which he became employed by the company in its operations at Millhaven, Ontario, whether within the bargaining unit or not, excluding however, all periods of employment that occurred prior to a termination of employment other than a lay-off lasting less than twelve months.

The above provision is taken from an agreement signed by the OCAW with Canadian Industries Limited covering its plant at Millhaven, Ont. The same provision is also found in an agreement between the same parties covering the company's Edmonton plant.

I recommend incorporation of the above clause in this agreement.

Promotions—I recommend the present clause (10.03) be retained. In so doing I refer to an excerpt, quoted by the company at the hearing, from a decision of an arbitration board which dealt with a grievance under this section.

The decision of the arbitration board, rendered on the 13th day of January 1956, was a unanimous decision.

The excerpt referred to is as follows:

The Board was much impressed with the meticulous fairness of the company's representatives in their method of considering candidates for promotion. The method used is one that might well be copied by other companies in effecting promotions. Undoubtedly, the committee set up under the chairmanship of the Chief Instrument Engineer which decided, virtually unanimously, that Farris had a clear margin of ability over Campbell, are experts in their field, and barring allegations of malice, discrimination, favouritism or the like (none of which are made in this case), their expert opinion must be given the highest respect by this Board.

What do the words, "a clear margin of ability" mean? In our view, they mean a demonstrable superiority (to others) to do the job required of the candidate. Or, to simplify, perhaps, they mean nothing more or less than "who is the better man to do the job?" If they are equal or about equal, Campbell would have been entitled to promotion over Farris, but we are of the opinion that Farris is manifestly much the better man.

Could there be a sounder reason for my recommendation?

Contracting Out—I am not prepared to recommend the insertion of any provision for contracting out work by the company irrespective of the innocuous language in which it might be expressed.

Contracts required for the operation of a company's business whether for purchase of equipment, supplies, raw materials, etc., or construction of, or additions to, a plant for those purposes are fundamentally and inherently the responsibility of a company in order that it may manage and operate its business. It does not lie within the realm of collective bargaining and much less is it a "term or condition of employment of employees" within the meaning of the definition of "collective agreement" as set out in Section 2 of the Act.

Safety and Health—I have no objection to the inclusion of a clause on this subject since the company has indicated it is prepared to include such a clause if properly framed.

At the hearing before the Board the company offered a provision which is almost identical with that contained in an agreement signed by the OCAW about August last with a company in Sarnia in the same industry.

The clause reads as follows:

The company and the union agree that safe working conditions will continue to be maintained at all times throughout the plant. The company agrees to provide all reasonable safety devices for the protection of the employees and to design and operate the plant with the safety of the employees in mind. The union agrees that collectively and individually its members will co-operate with the company to enforce safety rules for the purpose of protecting the employees and the property of the company, and will recognize and abide by the company's safety practices and accident prevention program as a condition of employment.

I am at a loss to understand the reason that the union has refused to agree to the same provision in the agreement with this company.

Leave of Absence—Reasons, for a leave of absence, are many and varied and obviously must depend upon the circumstances of each application.

It seems to me the company's proposals adequately cover a leave of absence for union business.

A leave of absence for reasons other than union business is not provided for in the agreement. However, no evidence was offered by the union indicating that the company's present practice in granting a leave of absence had brought about any difficulties or resulted in any inequitable treatment of an employee. I therefore see no reason for including such a clause in the agreement.

Chairman and Committeemen Entering Plant while Off Duty—I agree with the Chairman's suggestion.

Wages—First I would like to point out that the data submitted by the union and included in the Chairman's report introduces speculation as to further increases by Imperial Oil and Fiberglass, and an agreed-to increase in Dow Chemical, in 1957.

I do not believe that these possible future increases nor agreed-to future increases can reasonably be compared with the immediate wage offer proposed by this company.

Agreed-to future increases should only be compared with this company's offer with respect to further increases at a future time. Such a comparison could only be made properly, if the agreements provided for the increase at substantially the same time.

In its exhibit the union has chosen to compare the Polymer labour rate with the helper assistant and utility "C" rate (\$1.60 per hour in each case) set out in the appendix of the current Dow agreement "1956-1958."

This should be compared with either the rate for "Utility man rate" (\$1.52) or "Mechanical helper" (\$1.61) presently paid by Polymer and as set out in the union exhibit.

Polymer has offered \$1.56 for labour, \$1.65 for utility man and \$1.75 for helper.

Further I would like to point out that the Chairman's report (p. 32) presents as data supplied from the company's brief the following:

The average rate paid by eight Sarnia companies to operators was \$2.21 compared with \$2.07 paid by Polymer.

It is made quite clear in exhibit 18 of the company's brief that these rates refer to a "Class 1 Mechanic" and not to an "Operator".

The company presented, in its brief, the results of a detailed examination of comparative wage rates in the petroleum and chemical industries, all covered by OCAW agreements, as well as wage rates prevailing in Sarnia industry.

The Chairman has included in his report (p. 32) rates from the company's brief which "best show the basis of its argument".

	<u>Polymer</u>	<u>17 OCAW</u>	<u>11 OCAW</u> (Petroleum)	<u>6 OCAW</u> (Chemical and others)
Operator.....	2.21	2.30	2.37	2.14
Labourer.....	1.44	1.55	1.57	1.50

I observe that Polymer's present rates are about 6 per cent below the average for seventeen companies, about 8 per cent below the petroleum companies and about equal to the average of the chemical companies.

Polymer had offered, prior to the union's request for conciliation services, an initial wage increase of about 8.5 per cent.

The Chairman has pointed out that "this corporation is operating in an area where its neighbours pay high wages." The fact that Sarnia is a high wage area is regularly illustrated by official statistics in which Sarnia has consistently occupied either the first or second position for all Canadian cities in average weekly earnings for hourly paid workers. In fact, the company's brief gives further evidence of this in the weekly wage data which the quoted statistics present for the petroleum and chemical industries and for Sarnia.

In view of the above and in the belief that it should establish industrial peace and stability in a community where Polymer's payroll is substantial I would recommend that:

(a) The company increase its last wage offer by granting an immediate increase of 10 per cent (.14 cents to .22 cents per hour) and a further increase of 3 per cent (.5 cents to .7 cents per hour) at the end of the first year, with a cost-of-living escalator clause during the two-year agreement, or

(b) The company increase its last wage offer by granting an immediate increase of 10 per cent (.14 cents to .22 cents per hour) with a further increase of 5 per cent (.8 cents to .11 cents per hour) at the end of the first year but without a cost-of-living escalator clause.

(Sgd.) G. C. RICHARDES,
Member.

Dated this 21st day of January 1957.

Report of Board in Dispute between Canadian Pacific Railway Company and Brotherhood of Locomotive Engineers

Your Conciliation Board appointed in the above matter, consisting of His Honour Judge J. C. Anderson, Belleville, Ontario; the Hon. Senator A. W. Roebuck,

QC, Toronto; and Mr. H. Brooke Bell, Toronto, met the parties on November 21, November 22, December 6, December 7, at Toronto; on December 15, at Belleville; on December 19, at Toronto; and on January 21, 1957, at Ottawa.

At these sittings, the evidence, the full submissions and the arguments of the parties were heard, dealing with all matters in dispute which were referred to the Board.

Following the formal submissions, the Board met the parties in further discussions and negotiations.

The parties were represented as follows:

For the Company:

S. M. Gossage, Manager Labour Relations;

During January, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation which had been appointed to deal with matters in dispute between the Brotherhood of Locomotive Engineers and the Canadian Pacific Railway Company (Eastern, Prairie and Pacific Regions).

The Board was under the Chairmanship of His Honour Judge J. C. Anderson, Belleville, who was appointed by the Minister on the joint recommendation of the other two members, H. B. Bell, QC, Toronto, and Senator Arthur W. Roebuck, QC, Ottawa, nominees of the company and union respectively.

The text of the report is reproduced here.

- A. M. Hand, Assistant Manager Labour Relations;
- K. Campbell, Assistant Manager Labour Relations;
- J. Pearson, Assistant Solicitor, Montreal.

For the Brotherhood:

- U. W. Carpenter, Assistant Grand Chief Engineer and Chairman of Negotiating Committee;

- D. M. Paltiel, Economist;

John Woodard,

G. C. McCorquodale,

Wm. Coleman,

John Marshall,

Members of the Negotiating Committee of the Brotherhood.

Your Board, having carefully weighed the evidence and submissions of the parties, with due consideration for what was said during the subsequent negotiations, now unanimously recommends as follows:

The present collective agreement to be renewed and extended as from 1st May 1956 to 30th June 1958 and thereafter, until revised or superseded, subject to sixty days' notice by either party at any time after the 1st May 1958, subject only to the following changes and amendments:

A. That all existing basic wage rates, special allowances, differentials and arbitraries in all classes of service shall be increased as follows:

- (i) Effective 1st May 1956 by 7 per cent above rates in effect 30th April 1956.
- (ii) Effective 1st June 1957 by a further 5 per cent above rates in effect 30th April 1956.

B. Effective 1st February 1957 all basic wage rates, special allowances, differentials and arbitraries in passenger service on Prairie and Pacific Region shall be increased by 6 per cent of rates in effect 30th April 1956. (This is in addition to the increases specified in subparagraphs (i) and (ii) of Paragraph A above.)

C. Effective 1st February 1957 all basic wage rates, special allowances, differentials and arbitraries in freight service on Prairie and Pacific Region shall be increased by one-half of 1 per cent of rates in effect 30th April 1956. (This is in addition to the increases specified in subparagraphs (i) and (ii) of Paragraph A above.)

D. Effective 1st February 1957 preparatory and final inspection allowances on diesel locomotives in run-through service, both

passenger and freight, Prairie and Pacific Region, shall be a minimum of fifteen minutes each.

E. Effective 1st September 1957 all regularly assigned yard engineers shall receive eight hours pay at *pro rata* rate for each holiday hereafter specified, provided it does not fall on their assigned days off or during their vacation period. When an assignment is cancelled for a statutory holiday as herein specified, the eight hours' pay specified above shall be at the rate of pay for the class of engine last worked on the assignment. If required to work on any such specified holiday, they shall receive pay for work performed in accordance with regular schedule provisions in addition to the day's pay specified above. An employee whose assignment requires him to work on such specified holiday and who fails to fulfil his assignment, shall not receive any pay on account of such holidays. Work done on shifts commencing between 12.00 midnight and 11.59 p.m., both inclusive, on the specified holiday shall be considered as work on the specified holiday.

The specified holidays referred to are:

New Year's Day
Good Friday
Dominion Day
Labour Day
Thanksgiving Day
Christmas Day

provided that when any of the above holidays fall on Sunday, the day substituted by the Federal Government shall be observed.

Spare yard engineers required to work on any of the specified holidays shall be paid in accordance with regular schedule provisions and shall receive, in addition, eight hours' pay at *pro rata* rates.

F. Effective 1st January 1957 the wage rates as provided in this report include an amount equivalent to \$4.25 a month in lieu of health and welfare benefits.

Should the Brotherhood of Locomotive Engineers at some future date request a health and welfare plan involving contributions from the Railway, the equivalent allowance of \$4.25 will be automatically converted for payments of health and welfare plan that may be adopted.

G. Effective 1st February 1957 yard rates of pay and conditions shall apply to locomotive engineers assigned to work between Tadanac and Warfield, B.C.

H. (i) Effective 1st February 1957 the operation of work trains on Prairie and Pacific Region shall be governed by the conditions specified in Subsection (2) of Paragraph (b) of Article 8 of the Prairie and Pacific Regions Agreement for all trips instead of only for one trip.

(ii) Effective 1st February 1957 the allowance specified in Paragraph (c) of Article 8, Prairie and Pacific Regions Agreement, shall be thirty minutes instead of one hour for diesel locomotives used in work train service.

I. The company will take off their records contained in Form 178 as corrected the total number of run-throughs of locomotives in passenger and freight service separate, steam and diesel separate, on the Prairie and Pacific Regions, for the months of July and November 1956. They will also furnish for diesel run-throughs the number of units constituting the diesel locomotive. The company will also furnish particulars of compensation paid locomotive engineers in road freight and passenger service separately on the Prairie and Pacific Regions for the year 1956 by months.

If the parties are unable to agree on the correct percentage increases as set forth in paragraphs B and C hereof that should be applied on the basis of this information to locomotive engineers in road freight and passenger service on the Prairie and Pacific Regions to offset reductions made in run-through arbitraries as set out in this Report, the matter will be referred to a firm of chartered accountants

acceptable to both parties for a final decision. In the event of failure of the parties to agree upon a firm of chartered accountants, the Board will nominate a firm which shall be accepted by both parties. The expenses for the services of such chartered accountants shall be borne equally by the two parties.

The final percentage to be applied, notwithstanding the finding of such chartered accountants, shall not be lower than the equivalent of one-half of 1 per cent in road freight service and 6 per cent in passenger service, taken together, or more than the equivalent of 1 per cent in road freight service and 8 per cent in passenger service, taken together.

Any adjustment in percentages made effective as a result of this study shall be effective from 1st February 1957.

The information to be drawn from the Forms 178 and company payroll records shall be furnished as soon as possible but, in any event, not later than 1st March 1957.

It is the Board's sincere hope that the recommendations above set forth will be accepted by the parties and be implemented by the execution of an agreement expressed in appropriate language.

All of which is respectfully submitted, and dated at Belleville this 24th day of January 1957.

(Sgd.) J. C. ANDERSON,
Chairman.

(Sgd.) A. W. ROEBUCK,
Member.

(Sgd.) H. BROOKE BELL,
Member.

Canadian Railway Board of Adjustment No.1

Releases Decisions in Four Recent Cases

The Canadian Railway Board of Adjustment No. 1 has released its decisions in four cases, two of which were heard on November 13 and two on December 11, 1956.

One case concerned a dispute regarding hostling being done by labourers and subsequent claims for run-arounds by Three Rivers firemen; the second was in connection with the method of compensation for firemen working on a mixed train; the third

concerned the basis of payment for train crews assigned to trains operating between Montreal and Toronto; and the fourth was about the refusal of the company to reinstate an engineman who had been dismissed for a violation of operating rules.

In the first case the stand taken by the employees was "in effect" sustained and the matter referred back to the parties for further negotiation on part of the question in dispute; in the second and third cases

the contention of the employees was not sustained, and in the fourth the contention of the employees was sustained in part.

The four disputes and decisions are summarized here:—

Case No. 672—*Dispute between the Canadian Pacific Railway Company (Eastern Region) and the Brotherhood of Locomotive Firemen and Enginemen concerning hosting being done by other classifications at Three Rivers and subsequent claims for run-arounds by Three Rivers firemen.*

The union contended that from March 1 to March 5, 1955, 40 engines had been hosted by labourers and other classifications at Three Rivers. It further claimed that it was "a known fact" that the Brotherhood of Locomotive Firemen and Enginemen was legally certified as bargaining agent for hostlers and held the contract covering such work.

Consequently, the union maintained, the Company should have called a fireman as hostler or, if one was not available, the incoming or outgoing firemen should have been used to hostle and been paid as outlined in the agreement.

The Company contended that there was nothing, and could not be anything, in the agreement with the union that gave hostlers or firemen the exclusive right to all hosting service; and that since the inception of the Company certain other classes of employees had been required, and had had the right, to perform hosting service where the number of engines handled did not warrant the assignment of hostlers. The Company asserted that the number of engines handled at Three Rivers on the dates and at the times listed by the union did not warrant the employment of hostlers.

The Board "in effect" sustained the contention of the Brotherhood for work as hostlers under the contract, and directed that the matter be referred back to the parties for negotiation regarding the number of engines to be handled at a given point which would warrant establishment of hostlers' positions.

Case No. 673—*Dispute between the Canadian Pacific Railway Company (Eastern Region) and the Brotherhood of Locomotive Firemen and Enginemen concerning the method of compensation for firemen working on mixed train operating between Ottawa and Waltham.*

The employees contended that firemen on the Ottawa-Waltham run, who were then being paid on a continuous basis, should be paid for two separate trips, one

each way. Before a change of timetable in September 1955 they had been paid in the latter manner, the union stated.

The Company contended that since September 26, 1954, when mixed trains were substituted for passenger trains on the run, the engine crews had been paid on a continuous basis instead of for single trips, and it claimed that it had the right to set up assignments on a straight-away or turn-around basis pursuant to an article of the agreement.

The contention of the employees was not sustained.

Case No. 674—*Dispute between Canadian National Railways (Central Region) and the Brotherhood of Railroad Trainmen concerning basis of payment for train crews assigned to two trains operating between Montreal and Toronto, effective October 1, 1956.*

On April 10, 1956, train crews had been assigned to two trains operating between Montreal and Toronto which were then shown in the working timetable as mail trains, handling mail and express traffic exclusively. The train crews had been paid the through freight rate while so assigned. On September 30, 1956, the trains had been designated as passenger trains in the timetables, and the method of compensating the crews had been changed to passenger rates.

The union contended that the reclassification of the trains to passenger-carrying trains with no reasonable anticipation of material change in traffic handled should not disturb the former method of compensating crews; it quoted an article of the current agreement in support of its stand. A note attached to the article was quoted:

The incidental handling of passengers by crews ordered to handle milk, express or other unclassified service will not change payment from through freight to passenger rate.

The Company maintained that although the trains in question had been originally established to expedite the handling of certain mail and express traffic, a survey conducted after the inauguration of these trains had shown that the number of cars being handled on the trains would allow a passenger car or cars to be added, and that there had been a growing number of passengers to patronize the trains after they had been advertised as passenger trains. The Company further contended that the note appended to the article quoted by the union had no bearing on the present situation, since the handling of

passengers on these trains was not *incidental* to the handling of mail and express traffic. It contended that it had a right to use its judgment in establishing an assignment, and later to change such assignment to another category.

The Board did not sustain the contention of the employees.

Case No. 675—*Dispute between the Algoma Central and Hudson Bay Railway Company and the Brotherhood of Locomotive Engineers concerning the refusal of the Company to entertain a request to reinstate an engineer dismissed for violating operating rules.*

An engineer accepted an uncompleted train order from the conductor and moved his train, which collided with an obstruction within yard limits. All members of the crew were dismissed after an investigation into the accident; eight weeks later all were reinstated except the engineer. The Company said the engineer, because of a rule violation, had been

involved in a serious accident three years earlier, after which he underwent a nine-month suspension, and that it was convinced "it would not be in the interests of safety or the best interests of safety to do so".

The employees admitted that there had been some mishandling of the train orders and that the locomotive engineer should have been more alert when accepting the orders, but maintained that as all of the crew involved in the matter had been returned to service the same consideration should be given to the engineer.

The Company said that it viewed seriously irregularities in train orders and rules violations.

The Board sustained the contention of the employees to the extent of directing reinstatement of the engineer as a locomotive fireman in freight service, with the further recommendation that the Company give consideration to his ultimate restoration to full service as locomotive engineer.

U.S. Railway Unions Seek Severance Pay Program

The AFL-CIO executive joined rail union officials last month in a vote to support a nation-wide, three-way, severance pay program for railroad workers fired as a result of technological progress.

Union action for severance protection against a layoff trend was taken at a meeting between AFL-CIO's Railway Employees' Department and the Railway Labor Executives Association in Miami, Florida.

The former represents six international unions and seven crafts. The latter now represents all rail labour organizations except the Brotherhood of Locomotive Engineers.

The program would cover workers if dismissed as the result of: (1) mergers; (2) consolidation of facilities of two or more roads without merger approval by the Interstate Commerce Commission; and (3) installation of labour-saving techniques: namely, use of bigger locomotive units and the longer trains, mechanized maintenance, push-button yards, etc.

The new severance pay move followed closely on the heels of considerable dissatisfaction, expressed among union officials privately, concerning a recent severance pay settlement signed between the Chicago & North Western Railroad and 12 rail unions.

Conciliation Device Written Into Australian Contract

The setting up of a special conciliation committee which has the effect of bypassing the new Federal Arbitration Commission recently established in Australia (L.G. Aug. 1956, p. 957) is provided for in a new collective agreement covering about 25,000 building trades workers in Melbourne.

One of the provisions of the new agreement is for a seven-day cooling off period between the date on which an industrial issue arises and the beginning of a work stoppage. During this time it will be the duty of the conciliation committee to deal with the matters in dispute. Such matters would normally have been referred to the Commission. Except on questions of the basic wage, margins and standard hours, the unions concerned have undertaken not to approach the courts or wages boards on behalf of members covered by the new contract during its term.

At the last regular conference of the Australian Council of Trade Unions, certain proposals recommended to the conference by a committee on arbitration were adopted. These involved a modification of compulsory arbitration as a means of settling industrial disputes in favour of collective bargaining, and the conciliation provisions of the new agreement are the first tangible evidence that some unions are moving in this direction.

COLLECTIVE AGREEMENTS

Wage Changes and Other Revisions in Agreements Negotiated in 1956

Wage increases in instalments over two or more years were outstanding feature of agreements reached in period October 1, 1955, to October 1, 1956. About 90 per cent of agreements studied provided wage increase

Wage increases in instalments spread over two or more years were an outstanding feature of collective bargaining during the period October 1, 1955, to October 1, 1956.

Information taken from a sample of more than 500 contracts shows that wage increases were agreed upon in approximately 90 per cent of the settlements. This proportion is greater than similar percentages calculated from samples of collective agreements negotiated in the previous two years, but is not quite as large as the figures for 1951 and 1952, shown in Chart 1.

The sample of agreements used numbered 545, and the workers covered by them totalled 425,181. It was impossible in approximately 5 per cent of the contracts to determine whether or not the general wage level had been changed, either because no previous agreement was available for comparison or because job classifications had been substantially changed. Among the 517 contracts from which wage comparisons were possible, 474, covering 397,347 workers, provided increases in rates (see Table 1).

Contract Duration—More than half of the 474 contracts providing wage increases

will remain in force for more than one year. This is in contrast to the predominance of one-year agreements in the past. For example, from an analysis of some 600 agreements in 1954, it was found that more than 80 per cent were effective for one year or less. A comparison of the durations of the agreements examined in the two years is given in Chart 2.

Distribution of Wage Increases—For purposes of examining the amounts of wage increase, the agreements were divided into those having a duration of one year or less and those having a duration of more than one year. This was done because a large proportion of the longer-term contracts provide for automatic wage increases in the future.

Two-year agreements frequently provide an increase of a stated amount effective at the date the contract comes into force and a further increase of a stated amount at the beginning of the second year. Agreements of longer than two years may provide deferred increases automatically at each anniversary date.

A distribution of the wage increase settlements in one-year agreements is shown in Table 2. In some of these contracts

TABLE 1.—WAGE CHANGES IN 545
COLLECTIVE AGREEMENTS
NEGOTIATED DURING PERIOD OCT. 1,
1955—OCT. 1, 1956

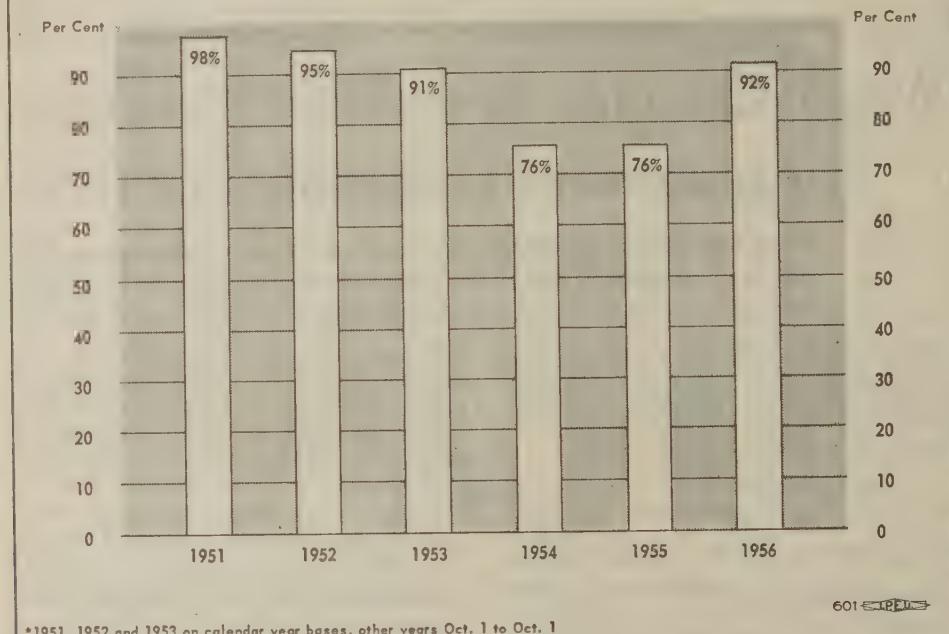
Wage Provision	Agreements		Workers Covered	
	No.	%	No.	%
No Change.....	43	7.9	11,457	2.7
Unknown.....	28	5.1	16,377	3.9
General Increase.....	474	87.0	397,347	93.4
Totals.....	545	100.0	425,181	100.0

TABLE 2.—AMOUNT OF WAGE INCREASE
IN AGREEMENTS OF ONE YEAR'S DUR-
ATION OR LESS, OCT. 1, 1955—OCT. 1, 1956

Amount in Cents per Hour	Agree- ments	Workers Covered
1 — 4.9.....	38	33,321
5 — 9.9.....	119	89,284
10 — 14.9.....	43	41,976
15 — 19.9.....	13	4,474
20 — 24.9.....	3	1,635
25+.....	—	—
Totals.....	216	170,690

Chart 1

PROPORTION OF COLLECTIVE BARGAINING SETTLEMENTS GRANTING GENERAL WAGE INCREASES 1951-1956 BASED ON SAMPLES OF COLLECTIVE AGREEMENTS*



*1951, 1952 and 1953 on calendar year bases, other years Oct. 1 to Oct. 1

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the increase becomes effective in two or more stages throughout the year. In such cases, the total amount was used. As was true for the previous year (L.G. 1955, p. 1389), most of the increases are in the range of 5 to 9.9 cents per hour. However, in the most recent year there was a substantial number of increases in the higher ranges as compared with the 1955 findings.

Table 3 gives a distribution of the wage increases provided in the longer-term agreements. The vertical columns show the increase range in the first year. The amount that will become effective in the future year or years can be read from the horizontal columns.

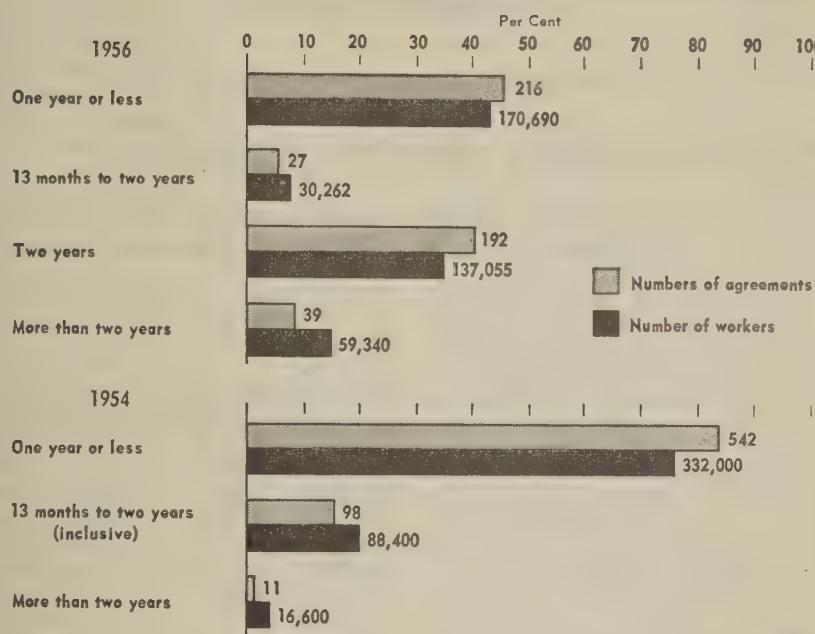
It will be noted that more than 60 per cent of these agreements provide an automatic increase or increases after the first

TABLE 3.—AMOUNT OF WAGE INCREASE IN AGREEMENTS OF MORE THAN ONE YEAR'S DURATION, OCT. 1, 1955—OCT. 1, 1956

Amount in Cents per Hour Subsequent Years	Amount in Cents per Hour First Year										Totals	
	1 — 4.9		5 — 9.9		10 — 14.9		15 — 19.9		20 +			
	Agts.	Wkrs.	Agts.	Wkrs.	Agts.	Wkrs.	Agts.	Wkrs.	Agts.	Wkrs.	Agts.	Wkrs.
Nil.....	14	4,874	40	25,499	22	15,666	11	12,434	10	7,427	97	65,900
1 — 4.9.....	16	2,664	23	18,534	7	4,435	3	2,709	1	3,154	50	31,496
5 — 9.9.....	5	2,830	38	36,366	27	29,713	3	10,865	4	4,300	77	84,074
10 — 14.9.....	3	1,568	7	17,787	10	14,424	2	165	—	—	22	33,944
15 — 19.9.....	—	—	4	546	3	2,179	2	2,330	—	—	9	5,055
20 +.....	—	—	1	1,112	—	—	1	5,057	1	19	3	6,188
Totals.....	38	11,936	113	99,844	69	66,417	22	33,560	16	14,900	258	226,657

Chart 2

DURATION OF COLLECTIVE AGREEMENTS 1954 AND 1956 FROM SAMPLE STUDIES



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year, and the proportion varies with the length of the contract. For example, a small minority of the contracts effective for more than one but less than two years provide an increase after the first year. But two-thirds of the two-year agreements, and more than 80 per cent of those effective for more than 2 years, make provision for deferred increases.

Among the 97 agreements that do not make provision for increases in subsequent years, the most frequent amount was again in the 5 to 9.9 cents-an-hour range, but a substantially larger number of the increases were above this range than below.

For the greater proportion of contracts giving wage increases beyond the first year, the largest number provide 5 to 9.9 cents initially and a further increase of 5 to 9.9 cents in the future. Most of these are two-year agreements with increases approximately equal in amount in each year.

Other common arrangements are: 10 to 14.9 cents in the first year and 5 to 9.9 in the future; 5 to 9.9 cents for the first year and a further 1 to 4.9 cents; first-year increases of 10 to 14.9 cents and future increases of the same amount; 1 to 4.9 cents in each of two years.

Other Changes—In examining the agreements for wage revisions, a check was also

made for changes in vacation plans, statutory holidays, hours of work, and the frequency of cost-of-living escalator clauses. In addition, new pension plans and group health insurance plans were noted.

In about 26 per cent, revisions were made in vacation plans, either in the form of an added week or a reduction in the service requirements or both. In 45 agreements, employees with 15 years' service will now be entitled to a third week of vacation either through a reduction from a longer period of service or through the addition of a third week where none previously existed. Twenty agreements added a fourth week of vacation or reduced the service requirements for a vacation of this length. Most frequently, the fourth week is granted after 20 or 25 years. The service requirement for a vacation of three weeks was reduced to 10 years in 19 contracts, and a vacation of two weeks after service of three years or less was made the rule in 12 contracts.

Additions were made to the number of paid holidays in 12 per cent of the agreements, added holidays to a total of eight or nine a year being the most common change.

(Continued on page 364)

LABOUR LAW

Legal Decisions Affecting Labour

Injunction against picketing upheld in Alberta. Representation vote order of Quebec Labour Relations Board is quashed by Superior Court

The appeal court in Alberta has held that an injunction restraining picketing for the purpose of persuading members of other unions to stop work and thus to break their agreements was properly granted.

In Quebec, a writ of prohibition against directing a representation vote was upheld by the Superior Court on the ground that the Labour Relations Board had failed to supply the company concerned with complete documentation regarding the union's request for recognition.

In Wisconsin, which has the educational type of fair employment practices legislation, the Wisconsin Circuit Court, in dismissing an action in equity instituted by two Negroes against a union which had refused them membership because of their colour contrary to the recommendation of the Wisconsin Industrial Commission, held that union membership was not a legal right, and consequently the Court could not order the union to cease its discriminatory practices.

Supreme Court of Alberta . . .

... finds picketing for the purpose of inducing a breach of contract unlawful; upholds injunction

On December 13, 1956, the Supreme Court of Alberta upheld the decision of a trial judge who granted a permanent injunction against picketing on a Calgary construction project and awarded the contractor \$1,000 damages for the loss sustained by him when employees on the project would not cross the picket line.

The construction firm of Bennett and White Alberta Limited had a contract for the erection of a store addition, car parking building, and a tunnel between the two buildings, for T. Eaton Co. Ltd. Budd Bros. Ltd. had a subcontract to do the excavating.

In February 1956, Van Reeder, a member and representative of the Interna-

tional Union of Operating Engineers, approached James Budd, President and Managing Director of Budd Bros. Ltd., and asked him to sign a collective agreement. Mr. Budd said he had no objection to signing the agreement provided his men joined the appellant's union. Van Reeder, with the permission obtained from the president of Budd Bros. Ltd., canvassed its employees but they refused to join the union, giving personal reasons for not joining. There was no suggestion that anyone connected with either contractor influenced the men in their decision.

About March 15 or 16, Van Reeder informed the office of the manager of Bennett and White of the intention of setting up a picket line. Van Reeder and his union knew that although Budd Bros. Ltd. had no union employees working, there were employees of Bennett and White who were members of certain unions, and that according to the constitution of those unions, their members were not permitted to cross the picket lines.

On March 23, a picket line was placed and remained all day, until an interim injunction granted by the Chief Justice of the Trial Division was served on Van Reeder. Each picketer carried a placard which stated that there were non-union operators on this building. As the result of picketing, about 30 carpenters and 20 labourers left the job and the work on the project was interrupted for one day.

The case came first before the trial court, the company alleging that Van Reeder and his union "did improperly form and maintain a picket line around the site

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

of the project thereby refusing entrance to the respondent's workmen". By an amendment before trial, alternative claims were set up: (1) that the defendant had wrongfully induced or procured a large number of respondent's workmen to leave their work without notice; and (2) that the formation and maintenance of the picket line constituted a nuisance.

The trial judge refused to decide whether the conduct of the picketers constituted a nuisance but held that they committed an unlawful act by their conduct, which had caused or induced a breach of the contract of employment existing between the respondent and members of other unions who quit their jobs as a result of the picket line. In the opinion of the judge,

...the whole object of the so-called picketing was to bring operations to a standstill. It was not done with the intention of informing the public of anything whatsoever; the public had no interest or concern in this matter. There can be no doubt whatsoever that the object of this so-called picket line was not to obtain or impart information from or to anyone, but was to induce members of other unions who were employed on this job to refuse to cross the picket line and thereby bring the operation to a halt. Now, that, in my very definite view, is an unlawful act.

I am not going to decide whether or not this was a nuisance but there is no doubt at all in my mind that it did constitute an attempt to interfere with the contractual relations between third persons, and that it actually succeeded in that purpose.

The trial judge stressed the fact that there was no agreement of any kind between the defendant union and anyone else involved in this action. Moreover, there were no members of the defendant union employed on this job.

In reaching his decision the trial judge followed the judgment in a British Columbia case, *Comstock v. Scott* (1953-54) (L.G. 1954, p. 119) where it was held that: "Picketing merely for the purpose of communicating or obtaining information is not a ground for injunction but it is wrongful and can be enjoined if it is carried on for other purposes." He quoted further from the same case:

It is quite clear that the purpose of the placard and of the picket line was not to give information to the public, for there were no members of the public concerned, but to persuade the members of the other trades to stop work, contrary to their agreements, not to cross the picket line, and thus tie-up the operations of the company.

In the opinion of the judge, this was exactly what happened in the case before him. His ruling was that the injunction

was properly granted and should remain permanent. Also he awarded the plaintiff \$1,000 damages against both defendants for the actual breach of contract of workmen with whom the plaintiff had contractual relations.

Van Reeder and the union concerned appealed the decision of the trial judge. The appeal was dismissed by the Supreme Court of Alberta, on December 13, 1956.

Mr. Justice Johnson, in reasons for decision with which Mr. Justice Porter concurred, said that the trial judge had correctly stated the law applicable in this case. In his opinion the British Columbia case *Williams v. Aristocratic Restaurants* (1947) Ltd. (L.G. 1951, p. 371 and p. 1553) relied upon by the appellants was not relevant in this case. The cause of action in the case at bar was the procuring or inducing of a breach of contract, while in the *Williams* case there was no contract which had been breached by the act of the union members. There was, besides, legislation in British Columbia different from the legislation in Alberta considered in that case.

Mr. Justice Johnson referred to the English case *D.C. Thomson & Co. Ltd. v. Deakin* (1952) I Ch 646, (1952) 2 All ER 361, which, he said, settled the law with respect to causing or procuring breach of contract. From it he quoted a statement by Lord Justice Jenkins enumerating four necessary ingredients to this actionable wrong:

But, while admitting this form of actionable interference in principle, I would hold it is strictly confined to cases where it is clearly shown, first, that the person charged with actionable interference knew of the existence of the contract and intended to procure its breach; secondly, that the person so charged did definitely and unequivocally persuade, induce or procure the employees concerned to break their contracts of employment with the intent I have mentioned; thirdly, that the employees so persuaded, induced or procured did in fact break their contracts of employment; and fourthly, that breach of the contract forming the alleged subject of interference ensued as a necessary consequence of the breaches by the employees concerned of their contracts of employment.

In Mr. Justice Johnson's opinion each of these four necessary elements to commit the tort of causing or procuring breach of contract was present in the case at bar. Another passage from the same judgment, in his opinion, accurately described the present case:

Nevertheless, I think that in principle an actionable interference with contractual relations may be committed by a third party who, with knowledge of a contract between two other persons and with the intention of

causing its breach, or of preventing its performance, persuades, induces or procures the servants of one of those parties, on whose services he relies for the performance of his contract, to break their contracts of employment with him, either by leaving him without notice or by refusing to do what is necessary for the performance of his contract, provided that the breach of the contract between the two other persons intended to be brought about by the third party does in fact ensue as a necessary consequence of the third party's wrongful interference with the contracts of employment.

Counsel for the appellants pleaded that an association pursuing its own interest cannot be held responsible for the injury it might cause and cited the case *Sorrell v. Smith* (1925) AC 700, 94 LJ, Ch. 347, as authority for this. However, Mr. Justice Johnson considered the *Sorrell* case as irrelevant because it did not involve the procuring of a breach of contract, while in the case at bar, inducing the breach of contract was the direct method used by the appellants to attain their aim and was not merely an incidental result.

Mr. Justice Johnson, like the trial judge, did not consider it necessary to deal with the question of nuisance, because the present case was properly decided on other grounds. Concluding his judgment he said:

I have mentioned that there is not in Alberta any Act similar to the *Trade-Unions Act* of British Columbia or the trade unions or *Trade Disputes Act*, 1906, of England (6 Edw. VII, ch. 47). Even if such Acts were in force here they would not affect this decision. The English Act requires that what is done be done in contemplation or furtherance of a trade dispute. There was here no dispute either in being or contemplation. As the real object of the picketing was not to inform the public but by exerting pressure on members of other unions to bring the work to a stop, the British Columbia Act would not apply to this case: *Hammer v. Kemmis* (1956) 18 WWR 673.

Mr. Justice Clinton J. Ford, while concurring with Mr. Justice Johnson as to the statement of facts and the legal results that followed, dealt more expressly with refuting what he considered to be the main arguments advanced by the appellants.

Counsel for the appellants contended that no breach of contract between Budd Bros. Ltd. and its employees occurred or was procured by the appellants, but even if it were so, the picketing activities of the appellants were for the purpose of advancing the legitimate interests of the union and this was legal justification for their actions and relieved them from responsibility for any consequential injury sustained by the respondent. Contending

this, the appellants relied on the authority of *Sorrell v. Smith*. However, in that case, as pointed out by Mr. Justice Johnson, no breach of contract was procured by anyone. The question for decision was whether there was a conspiracy to injure the plaintiff in his business of retailing newspapers; whether the act or acts complained of which caused loss and hurt to the plaintiff were done with the purpose of injuring the plaintiff, or was the true motive of the acts something else, such as for instance the furtherance of the defendant's own business? The court found no illegal means and no conspiracy to injure. The plaintiff suffered injury to his business as the result of what the defendants did, but injury was incidental to the trade war and clash of policies.

The same line of reasoning, according to Mr. Justice Ford, the appellants seek to apply to their advantage in the case at bar. But the question at issue here is not an unlawful conspiracy to injure, but the procuring of a breach of contract. The evidence points to the fact that the appellants formed the picket line for the immediate if not predominant purpose of procuring the breach of contract. It may be accepted that they also had in mind to advance thereby the interests of their trade union, but this is not legal justification for committing a tortious act that in itself created common law liability. Furthermore, the appellant trade union, as pointed out by the trial judge, did not have a contract with the plaintiff, or with Budd Bros. Ltd., its subcontractor whose employees were induced or procured to break their contract, nor were any employees of this company members of the appellate union. In such a situation it had no trade union rights to protect.

Afterwards, Mr. Justice Ford considered the *Williams v. Aristocratic Restaurants* case on which the appellants relied. In his opinion, in that case the question of breach of contract did not arise, but the main issue turned out to be whether or not the picketing amounted to a nuisance and the majority decision of the Supreme Court of Canada was that it did not. As the present appeal does not turn on the question of a nuisance, therefore the *Williams* case does not assist the appellants.

In concluding his reasons, Mr. Justice Ford stated:

It will be readily seen that the result of this appeal in no way affects the question of the right to carry on peaceful picketing where the object is to receive and impart information, and neither a nuisance nor trespass results from the methods employed, and a trade dispute exists. Nor does this

decision affect in any way the right of a trade union to be certified as the bargaining agent of the employees of any unit of a business and to enter into a collective agreement on behalf of the employees of such unit under *The Alberta Labour Act*, 1947, ch. 8.

The appeal was dismissed with costs. *Bennett and White Alberta Limited v. Van Reeder and International Union of Operating Engineers Local 933* (1957) 20 WWR. 369.

Quebec Superior Court . . .

... rules firm must receive copy of application for certification before representation vote ordered

In a decision given at Montreal on April 11, 1956, the Quebec Superior Court upheld the writ of prohibition suspending two decisions of the Labour Relations Board of the Province of Quebec directing a representation vote, because the Board refused to transmit to the company concerned a copy of the request for recognition.

The facts of the case, as related by Mr. Justice Caron in his reasons for judgment, were as follows:—

Miron et Frères Limitée is a construction company operating in the Montreal region employing, according to the season, from 900 to 2,000 workers of various trades.

On September 28, 1955, *l'Union des Chauffeurs et Employés de Construction Mobile, de Cimenterie et d'Asphalte*, organized a strike and, by using violence and by blockading the company's workshops, caused the suspension of normal work up till October 19, 1955. This strike was illegal under Section 24 of the Labour Relations Act of the Province of Quebec, as no association of employees was certified to represent the employees of the company.

On October 17, the representatives of the union and of the company met at the office of the Prime Minister of the province and reached an agreement which provided that the employees should return to work as soon as possible according to the company's requirements; the trade union should act according to law and present to the Labour Relations Board a request for certification as a bargaining agent of the employees "following the procedure established for this purpose"; later a vote by secret ballot would be taken among the workers employed by the company on September 28, 1955.

On October 21, the company received from the Labour Relations Board a letter dated October 20 notifying it that a request

for certification of the above mentioned union dated October 19 had been received, and enclosing a letter addressed to the Board by the union's legal representative. In this letter, dated October 18, the representative stated that he was forwarding to the Board an application for certification, and he referred to the agreement reached in the Prime Minister's office and mentioned that the employees charged with serious criminal offences would be excluded from voting. Attached was a copy of the minutes adopted at a meeting of the employees held on October 18, the notice of which was given to the employees at a meeting held the previous day, and by newspapers and radio. The Board asked the company to prepare the paylist of all workers in employment of the company on September 28, 1955, and stated that the company had seven days to send in its representations.

On October 25, the company, by a registered letter, asked the Board for a certified copy of the application for certification submitted by the union and for a copy of documents attached to this request, in order to present the company's remarks and objections, when necessary.

On October 27, without giving the company a hearing, the Board issued a decision ordering a representation vote by secret ballot among the employees of the company, employed on September 28, 1955, and whose names appeared on the paylist of September 28, 1955. Foremen, supervisors, shippers, office workers, and those against whom criminal charges were laid were to be excluded from voting.

A copy of this decision of the Board was sent to the company the same day.

On October 31, in a letter addressed to the Board, the company, after acknowledging receipt of this decision, expressed its surprise that such decision could be taken by the Board without giving a previous notice to the company and without the company having an opportunity to present its claims, and asked the Board to send without delay the documents requested in the communication of October 25 (a copy of the request for certification with accompanying documents).

The Board refused and continued to refuse to do so.

On November 3, a hearing was arranged by the Board with the representatives of both the company and the union taking part. At this meeting the company explained the meaning and the scope of the verbal agreement of October 17; and said that the Board did not have the right to intervene by a decision in this matter, alleging that if the parties failed to agree

regarding a vote which would depart from the procedure established by the Board, then the latter should apply the law within the sphere of its jurisdiction. Once more, the company asked for a copy of the request for certification, but in vain.

On November 16, 1955, the Board rendered its second decision, which dealt with the first decision of October 27, the request for recognition of October 19, and with representations made at the hearing on November 3. Considering the submissions made by the parties as the result of the first decision and the hearing that followed on November 3, the Board ruled on such matters as the list of voters; persons to be considered as foremen; the right of voting of workers on St. Lawrence Seaway project; the method of determining who was employed on September 28, 1955, and thus entitled to vote; and fixed the date of the representation vote for November 25, from 5 a.m. till 9 p.m.

Following the second decision of the Board, the company concerned applied for and was granted a writ of prohibition suspending the decisions of the Board. The Board contested this writ of prohibition by inscription in law based exclusively on Section 41a (b) of the Labour Relations Act. Section 41a reads as follows:

Notwithstanding any legislative provision inconsistent herewith,

- (a) the decisions of the Board shall be without appeal and cannot be revised by the courts;
- (b) no writ of *quo warranto*, of *mandamus*, of *certiorari*, of prohibition or injunction may be issued against the Board or against any of its members acting in their official capacity;
- (c) the provisions of article 50 of the Code of Civil Procedure shall not apply to the Board, or to its members acting in their official capacity.

In the opinion of the court, if the Board acted within the scope of its functions and powers it is protected by Section 41a; but if the Board went beyond its powers or exceeded its jurisdiction it is not protected by that provision.

Of all the submissions of the company challenging the validity of the Board's decision, Mr. Justice Caron found validity in the claim that the Board refused and was still refusing to supply the company with the copies of the request for recognition and of the relevant documents attached to it. In his opinion this complaint was far more serious than anything else invoked by the company.

It was the Board, the judge said, which invited the company to reply or contest the union's application for recognition. These representations were necessarily linked with the request made by the union. Was the meeting of employees properly called and was it representative of the employees? Was it conducted in an orderly way without fraud or pressure? Was the meeting dominated by Communists? Was the application properly completed and signed? How could the company logically reply without exact knowledge of the request and its accompanying documents, which according to the agreement of October 17 should be presented "following the procedure established for this purpose"?

In Mr. Justice Caron's opinion, the Board, without giving any motive, contrary to all customs and rules of judicial procedures, decided to make rulings in a dispute after having refused three times to communicate to the company the document by virtue of which the said company was called before the tribunal. The court could only draw the conclusion that this attitude was practically equivalent to the refusal to hear a party to a dispute.

He found no validity in the argument that the refusal to provide the information was justified for the protection of the workmen against reprisals of the employer. Those who seek rights through judicial procedure of necessity expose themselves to the consequences that flow from it, whatever they are.

The court declared that a judicial or quasi-judicial tribunal which makes decisions without granting the party the right to make representations with full knowledge of the facts exceeds its jurisdiction and cannot be protected by Article 41a of the Labour Relations Act.

In the opinion of the Court, the Board refused to grant the company an elementary right and made decisions without hearing the company regarding the points which could be of primary importance.

Considering that the Labour Relations Board refused to hear the company before making a decision contested by the company, and in so doing exceeded its jurisdiction, the court rejected the inscription in law of the Board with costs. *Miron et Frères Limitée v. la Commission des Relations Ouvrières de la Province de Québec et l'Union des Chauffeurs et Employés de Construction Mobile, de Cimenterie et d'Asphalte*, (1956) RJQ 389.

Wisconsin Circuit Court . . .

...rules union can't be made to adopt non-discriminatory membership practices under Wisconsin law

Recommendations of the Wisconsin Industrial Commission that two Negroes be admitted into a bricklayers' union were held to be not judicially enforceable by the Wisconsin Circuit Court on November 30, 1956, on the ground that the Wisconsin Fair Employment Act did not invest enforcement powers in the Industrial Commission.

The case was an action in equity instituted by two Negroes who, having been refused admittance into the Bricklayers, Masons, Marble Masons Protective International Union No. 8 of Wisconsin (AFL), petitioned the court to order the union to admit them as members in compliance with the recommendations of the Industrial Commission, which had found that they had been denied membership because of their colour.

Counsel for the union, while admitting that discrimination had been practised, argued that the court had no jurisdiction to grant the requested relief, contending further that the plaintiffs had not been deprived of any legally recognized rights.

The judge considered the jurisdictional issue first. After quoting from sections of the Wisconsin statutes pertaining to the investigation and study of discrimination and the powers of the Industrial Commission, he said that there was nothing mandatory in the passages cited which would be binding upon the union; nor was there any provision giving the Commission powers of enforcement other than one authorizing it to conduct a "humiliating" program through means of publicity. It was obvious that the Legislature had definitely declared a policy advocating fair employment opportunities to all regardless of race, colour or creed but had failed to include a provision by which this policy could be enforced. Consequently, the Commission had no power to order an employer or union to desist from discriminatory practices nor had aggrieved parties any right of appeal to the courts.

The judge distinguished between the Wisconsin type of fair employment statute, which he classified as "educational or voluntary," and those which were commonly designated as "compulsory" type statutes. The former incorporated a declaration of policy against racial discrimination in employment but lacked provisions for enforcement or judicial review, whereas the latter prohibited racial discrimination and

provided for enforcement, judicial review and, in some cases, criminal penalties.

Tracing the history of the Wisconsin Fair Employment Act, the judge pointed out that the Bill, as introduced, had been of the compulsory type but had been amended during passage and that proposals to change it had been twice rejected by the Legislature. In his opinion, it could not be argued that the Fair Employment Act was of the "voluntary or educational class" through an oversight on the part of the Legislature, when several statutes of the compulsory type had been created.

In effect, this court was being asked to interpret the pertinent statutes as being of the "compulsory class" rather than of the "voluntary" class. The judge, however, pointed out that it was an elementary principle of law that courts do not have the power to amend or create statutes. In this particular case the court had no power to create a right or to place teeth in a statute which the Legislature had rejected on two previous occasions.

The plaintiffs had not been denied the remedy afforded them, the findings of the Industrial Commission having been publicized and disseminated as required by the Fair Employment Act. There was no provision in the Act giving the court power to penalize the union for failing to abide by or adhere to the findings and conclusions of the Industrial Commission.

Turning then to the question of legal rights, the judge rejected the plaintiff's argument that admission into a union was a right and not a privilege, stating there was nothing in the Act to support this contention. He said that no one had a legal right to become or remain a member of a voluntary association except at the will of the membership; he quoted from several cases where the courts, while admitting the social and economic importance of union membership, had ruled that membership in a labor union was a privilege which could be granted or withheld.

The judge also dismissed the argument that the plaintiffs were entitled to the protection of the federal Constitution under the Fourteenth Amendment and the comparable provisions of the Wisconsin Constitution, declaring that it was a well established principle of law that the constitutional provisions, including the Bill of Rights, apply only as limitations upon official governmental action and not upon the conduct of individuals. He said that

it was a legal impossibility for a private citizen, club or union to deprive another of any constitutional right.

The provision in the Wisconsin Constitution guaranteeing every one a remedy for all "injuries or wrongs" could not be invoked in this case, as it applied only when injury resulted from the invasion of a legal right, which was not true in this

instance. In his opinion, there was no existing legal duty requiring the defendants to accept the plaintiffs as union members. Union membership not being a legal right under the Wisconsin Constitution, the judge concluded that no legal injury had been sustained by the plaintiffs.

He therefore dismissed the action. *Rose et al v. Ebert*, 39 LRRM 2233.

Recent Regulations under Provincial Legislation

Minimum wage rates for women increased in Manitoba. Stamp system of vacation pay credits for construction industry is extended in Quebec

In Manitoba, a new general minimum wage order increased the minimum hourly rates for women workers by two and three cents, and extended protection to all workers covered by the order against a reduction in the minimum weekly wage for time not worked on a general holiday. It also requires employers to register before hiring employees for homework.

The Quebec Minimum Wage Commission replaced the general vacation order and the special order for the construction industry in the Montreal and Hull areas by a new order which extends the stamp system of vacation pay credits to all manual workers in the building construction industry throughout the province, and continues to provide for an annual paid holiday of one week after a year's continuous service for other employees. The Commission also amended the general minimum wage order by making fish processing establishments on the Magdalen Islands subject to the wage provisions set out in the order for establishments for which a regular work week has not been prescribed.

Three special hours of work and minimum wage orders made by the Alberta Board of Industrial Relations granted partial or total exemption from the hours and wages provisions of the Alberta Labour Act and minimum wage orders to field employees in the land surveying industry, commercial travellers, and insurance, real estate and securities salesmen.

Students-in-training in the professions of accountancy and law were exempted from the British Columbia Male and Female Minimum Wage Acts.

The regulations under the Workmen's Compensation Act in Newfoundland were re-issued, with substantial changes in the first-aid requirements.

Regulations made by the Alberta Apprenticeship Board for the trade of bricklayer, mason, tile setter and terrazzo worker provide for the issuance of certificates of qualification to persons with experience in the trade. By another order, tradesmen engaged in television construction or repair work are now subject to regulations under the Alberta Tradesmen's Qualification Act.

Alberta Apprenticeship Act

New regulations for the trade of bricklayer, mason, tile setter and terrazzo worker made by the Alberta Apprenticeship Board and approved by O.C. 1716/56 were gazetted December 31, rescinding those authorized by O.C. 1057/49 (L.G. 1949, p. 1571).

Among other changes, the new regulations, in keeping with the practice in the carpenter, machinist, sheet metal and painting and decorating trades, have made provision for issuing certificates of qualification to experienced persons who have not served a formal apprenticeship.

The requirements for a certificate of qualification are the same as in the four other trades where these certificates are issued, the regulations providing that persons with at least four years of qualifying experience in the bricklaying, masonry, tile setting and terrazzo working trade prior to the date of publication of these regulations, upon submission of proof of efficiency, will be granted a certificate of qualification, provided he applies within 180 days from the time the regulations were gazetted (December 31, 1956). A candidate who applies after the expiration of the 180-day period will be required to take an examination to establish his proficiency in the trade. If he fails to qualify, he will be given an appropriate standing as an apprentice. He may then register as an

apprentice and complete his training according to the Act and these regulations.

The holder of a certificate of qualification may be asked to appear for re-examination at the discretion of the Board, and if he fails to pass, his certificate may be cancelled. The Department of Industries and Labour may also cancel a certificate which has been obtained by means of a fraudulent testimonial, signature or declaration.

The age requirement for apprentices in this trade has been changed, the new regulations providing that, subject to the Act and regulations, every person over the age of 16 years and preferably not over the age of 24 years will be eligible for apprenticeship. Formerly, the upper age limit for apprentices was 20, except in the case of a veteran whom the Board had declared eligible on the advice of the Local Advisory Committee.

The educational qualifications remain the same, however, an apprentice being required to have completed Grade 8 or its equivalent, the standard set in the carpenter and welding trades.

The term of apprenticeship is still four years, including the three-month probationary period. However, it may be reduced by the Board on the recommendation of the Local Advisory Committee in the case of an apprentice who has had experience in the trade or who has a certificate from an approved technical or vocational school testifying that he has specialized in courses applicable to the trade. Under the former regulations, some "allowance was made for vocational school training but, unless specially authorized by the Board, time-credit was given only for experience as an indentured apprentice.

The ratio of apprentices to journeymen remains one to three, an employer who is himself a journeyman or who employs one journeyman being permitted to have one apprentice. An apprentice transferred temporarily by arrangement with the Director of Apprenticeship for the purpose of learning a branch of the trade not carried out by the employer to whom he is apprenticed will not be counted in the quota.

Apprentices in this trade are required to attend the educational classes prescribed by the Board and the Department of Education. These will include instruction as shown in the syllabus approved by the Board. In addition, the employer is to give the apprentice sufficient instruction and practical training in all branches of the trade, including the selection and preparation of materials, to enable him to

develop into a practical and skilled journeyman.

As formerly, the regulations specify that before being granted an annual certificate of progress or a final certificate of qualification as a journeyman, every apprentice must pass the trade tests and the trade examinations prescribed by the Board, and must also have satisfactory reports from his employer and the trade school. In the event that an employer fails to submit a report the apprentice will be deemed to have made satisfactory progress.

As in the former regulations, there is a provision stipulating that the hours of work of apprentices are to be the same as for a journeyman.

The regulations continue to provide that when not attending classes apprentices are to be paid not less than specified percentages of the prevailing wages of a journeyman; but both the rates and the increase dates have been changed. The minimum rate payable for registered employment prior to basic training has been raised from 40 per cent to 50 per cent, the rate set in the carpenter trade. Increases, however, are not contingent upon passing the years' technical training as is the case in the carpenter and machinist trades nor are they payable every six months following basic training as formerly.

The regulations provide that the first year after successful completion of basic training the apprentice must be paid at least 60 per cent of the prevailing wages of a journeyman with a further increase to 70 per cent the second year. From the third year until completion of the apprenticeship contract the rate is 85 per cent.

Under the former order, the 50-per-cent rate was payable the first six months after basic training and the apprentice received an increase of five per cent of the prevailing journeyman's wage every six months until the fourth six months following basic training, when the rate was increased to 70 per cent. During the fifth and sixth six months he received not less than 90 per cent of a journeyman's wage.

The regulations again provide that if the term of apprenticeship is shortened, the rates may be adjusted accordingly. Increases also continue to be automatic on the respective due dates with an employer being permitted to apply to the Board to withhold an increase in the case of an apprentice who has failed to qualify for an annual certificate of progress.

Alberta Labour Act

Three special hours of work and minimum wage orders made by the Alberta Board of Industrial Relations following an inquiry

were approved by the Lieutenant Governor on January 8 by O.C. 30/57 and went into effect on January 15.

The first order, Land Surveying Industry Hours of Work and Minimum Wage Order No. 24 (1956), permits employees in this industry to work up to 208 hours a month at the regular rate; the second, Hours of Work and Minimum Wage Order No. 25 (1956), sets a minimum weekly wage of \$30 for commercial travellers; the third order, Hours of Work and Minimum Wage Order No. 26 (1956), exempted insurance, real estate and securities salesmen from the hours and wages sections of the Act and from any orders issued under the Act.

Land Surveyors

The order for the land surveying industry covers all operations carried on by firms whose chief business is land surveying or surveying oil and gas well sites, and applies in all parts of the province except the cities of Edmonton, Calgary, Lethbridge and Medicine Hat. It applies only to the field employees in the industry.

The order exempts field employees in this industry from the hours provision of the Act and from the overtime requirement of the four general minimum wage orders to the extent that they may work up to a maximum of 208 hours in a calendar month at the regular rate. Employees who complete 208 hours before the end of the calendar month will be deemed to have worked a full month.

One and one-half the regular rate must be paid for hours worked in excess of 208 in the calendar month and for time worked on a rest-day. The overtime rate is also payable after 48 hours in a week to an employee who works less than 208 hours in his first or final month of employment.

These provisions do not apply to party chiefs or assistant party chiefs, who have also been exempted from the provision of the Act limiting working hours and from the overtime provision of the minimum wage orders.

Commercial Travellers

Hours of Work and Minimum Wage Order No. 25 (1956) covers salesmen whose selling activities are not confined to a store or office, except insurance, real estate or securities salesmen. More specifically, it applies to: commercial agents, street vendors and vocational salesmen licensed under the Licensing of Trades and Businesses Act, automobile, truck and bus salesmen and commercial travellers. The latter are defined as persons who, selling only to wholesale merchants, solicit orders

from samples, catalogues, cards, price lists or description from dealers or manufacturers for goods which will be delivered from factory to warehouse and who in the course of their duties regularly travel from town to town.

The new order exempts these employees from the hours provision of the Act and from the provisions of the four general minimum wage orders, providing instead for a minimum weekly wage of \$30, the wage set for adult males in centres with a population of over 5,000 under Order No. 17 (1956). The minimum weekly wage of \$30 may be adjusted over the period of a month.

Insurance, Real Estate and Stock and Bond Salesmen

Hours of Work and Minimum Wage Order No. 26 (1956) exempts the following employees from the hours and wages provisions of the Act and from the provisions of orders issued under the Act: persons holding a certificate under the Alberta Insurance Act permitting them to engage in the insurance business; adjusters employed by the Alberta Hail Insurance Board; real estate salesmen licensed under the Real Estate Agents' Licensing Act; and securities salesmen registered under the Securities Act.

The effect of the order is to exempt these employees from the hours of work, minimum wage and weekly rest requirements of the Act.

Alberta Tradesmen's Qualification Act

The regulations under the Alberta Tradesmen's Qualification Act respecting the trade of radiotechnician have been amended by an order authorized by O.C. 1715/56 and gazetted on December 31 which redefines the term radiotechnician so as to include a person engaged in the construction, building or repairing of television receivers, power amplifiers, antenna or grounding connectors used for television reception as well as a tradesman employed in the construction or repair of radios.

As a result of the change, a person employed in television construction or repair work will now be covered by the Tradesmen's Qualification Act, the general trade regulations under the Act and the special regulations for the radiotechnician trade.

Among other rules, he will be subject to the provision in the general regulations which requires a person employed in any of the designated trades to be the holder of a certificate of competency or to be registered as an apprentice under the Apprenticeship Act.

The tradesman engaged in television work is also bound by the certification provisions in the special rules for the television trade. One of these provides that an applicant for a certificate of competency in this trade must have had at least three years' experience in the trade and also requires him to pass an examination consisting of practical and theoretical tests based on the course of studies set for apprentices under the Apprenticeship Act. Another states that at the discretion of the Department of Industries and Labour a temporary certificate of proficiency may be granted a candidate subject to examination or, in the case of failure on the examination, where the candidate obtains not less than two-thirds of the required pass mark.

British Columbia Male and Female Minimum Wage Acts

In British Columbia, students registered under the Chartered Accountants Act, and students-at-law and articled clerks enrolled under the Legal Professions Act, 1955, have been exempted from the Male and Female Minimum Wage Acts, effective from January 24, 1957, by Regulation No. 4, an order made by the Board of Industrial Relations on January 22, following an inquiry.

Manitoba Minimum Wage Act

A new regulation respecting wages, hours and conditions of employment made by the Manitoba Minimum Wage Board following public hearings and approved by Man. Reg. 3/57 was gazetted January 12, increasing the minimum wage rates for women workers to 58 cents an hour in urban areas and to 54 cents an hour in rural districts. There were no changes in the basic male rates but men are now entitled to the same benefits as women with respect to a week in which a holiday occurs. Other new provisions deal with the take-home work and employees working under contract.

Instead of being divided into two main sections, one governing female employees and the other covering male employees, the new regulations have a section on interpretation followed by provisions dealing with wages, hours and conditions of employment, after which come rules on health and sanitation similar to those appended to the earlier regulations and general provisions respecting take-home work and records.

Exemptions are more precisely spelled out than formerly, the new regulations providing that the following classes of persons are excluded: independent con-

tractors; persons employed in agriculture, fishing, fur farming, dairy farming or in the growing of horticultural or market garden products which are to be sold on the premises; domestic servants in private homes; volunteer workers in a religious, philanthropic, political or patriotic institution; persons who, as beneficiaries under a charitable, rehabilitation or therapeutic project or plan, are employed by a municipal, religious or philanthropic body; and students-in-training in or qualified members of the professions of accountancy, architecture, dentistry, engineering, law, medicine, nursing or pharmacy. Persons acting in a managerial capacity are also exempt, provided they are paid not less than the prescribed minimum wage for standard and overtime hours.

Minimum Wage Rates

Some minimum rates were increased by small amounts. The minimum rate for male employees over 18 years is still 60 cents an hour and it continues to apply throughout the province. As formerly, two rates are provided for women over 18, a minimum hourly rate of 58 cents for women in urban areas and of 54 cents for women in rural areas. The new rates represent a gain of 3 cents for women in urban areas and an increase of 2 cents for women elsewhere in the province. The higher rate applies in Greater Winnipeg, the cities of Brandon and Portage la Prairie, the towns of Flin Flon and Selkirk and in summer resorts; the lower rate governs in other parts of the province. A single rate, 48 cents an hour, is provided for boys and girls under 18. This represents an increase of 3 cents an hour in the minimum rate for girls in rural areas, but it does not affect boys under 18 or girls in urban districts, the former order having provided a minimum wage of 48 cents an hour for these employees.

If an employee provides a bicycle for use in his employer's business, he must be paid an additional 10 cents a day or 50 cents a week, whichever is the lesser amount.

The minimum rate for overtime continues to be one and one-half the minimum hourly rate. It is now specified that the overtime rate is payable for time when an employee is required to be present or available for work or service after regular hours as well as for time actually worked in excess of the standard hours. Another change is that in the case of an employee whose regular rate is higher than the applicable minimum rate, the employer may not apply the excess amount against hours for which the minimum overtime rate should be paid.

Learners and Handicapped Persons

As previously, some variation of the minimum rate is permitted in the case of learners with permits. The main difference is that the new regulations set out a precise definition of the term, providing that for the purposes of this order "learner" means a person who is employed under arrangements by which he performs manual, clerical or technical work for an employer while acquiring skill in the work which is of such nature that it takes less than 4,000 hours to acquire the skill.

Substantially the same conditions are imposed. An employer may not employ learners at less than the minimum wage without a permit from the Minister of Labour. If the Minister is satisfied that it is reasonable for an employer to employ inexperienced workers for a training period he may issue a learner's permit setting out the length of the training period and the hourly wages payable during this period.

The regulations again provide that a learner's rate may not be less than 75 per cent of the applicable minimum rate and that the training period must not exceed six months. The Minister, however, may approve an extended learning period on the joint application of an employer whose employees are paid on a piecework system and a union entitled to represent the employees. If a learner has had training in a substantially similar job he must be given credit for his previous experience.

The employment of female operating employees as learners is now left to the Minister to decide, the regulations providing that the Minister may fix at not more than 25 per cent the percentage of female operating employees, excluding supervisors, that an employer may employ in his establishment as learners or prohibit an employer from employing female operating employees as learners.

Provision is again made for exempting handicapped persons from the minimum wage provisions under certain circumstances. Where because of an employee's physical or mental handicap, verified by a medical certificate upon the request of the Minister, it is fair and reasonable to employ the employee at less than the minimum wage, the Minister may issue a handicapped employee's permit setting out the name and address of the handicapped employee and the hourly rate at which he must be paid. A new provision states that the Minister may limit the time during which a handicapped employee may be paid less than the minimum wage.

Employers must now maintain a separate payroll for handicapped persons as well as

for learners. If a learner has had experience in substantially similar work this must also be recorded.

Deductions from Wages

Some changes have been made with respect to deductions for meals. For this purpose, the new regulations distinguish between employers who are engaged in the business of supplying meals to customers and those who are not. The former may not charge an employee more than half what a customer would pay for similar meals; the latter are allowed to deduct up to 35 cents a meal or \$7 for a week's board, whichever is less. Formerly, employers who furnished board were permitted to charge 30 cents for single meals or \$6.30 for a week's board of 21 meals.

The new regulations allow the same deduction for lodging as formerly, namely, \$3 for a week's lodging.

Deductions for board and lodging may not be made unless the employer and the employee have agreed that the employer will furnish board or lodging and that the employee will use the facilities provided. The regulations also provide that if the Minister finds that meals are inadequate, the employee is overcharged or the accommodation is unsuitable, he may fix or limit the charges that may be made for board or lodging or may prohibit deductions from wages.

The regulations continue to provide that where an employer expresses a preference that workers wear or use any specified kind of clothing, uniform or equipment, or where the Minister considers it necessary, it must be furnished and maintained by the employer without cost to the workers.

Deductions for furnishing and maintaining uniforms or special clothing and equipment may be made, however, in the case of employees whose wage rate, if calculated on an hourly basis, would be greater than the applicable minimum overtime rate, that is, would be more than 87 cents an hour for women over 18 in urban areas and more than 90 cents an hour for men over 18. However, no charge may be made for furnishing, laundering or maintaining uniforms, clothing or equipment which would reduce the employee's remuneration below the applicable minimum hourly rate. A new provision states that if the Minister considers that an employee is being charged too much for any of these services he may fix or limit the deduction or prohibit the employer from making any charge or collection.

Hours and Overtime

As formerly, the standard hours of work are 48 a week for male employees and

eight hours a day and 44 hours a week for women. An employer is again required to pay overtime rates for hours worked beyond these limits.

An exception is made for female employees employed in a shop where it is customary for employees to work up to 11 hours on one or more days in the week, the order providing that in such cases the employer is not required to pay the overtime rate, except for hours worked in excess of the agreed daily limit or of the 44-hour weekly limit. The regulations formerly permitted women in shops to work up to 11 hours in a day at regular rates provided the weekly hours did not exceed 44.

The same limitation is placed on overtime work as formerly. Children under 15 are forbidden to work overtime and overtime hours worked by women may not exceed three in a day, 12 in a week or 24 in a month. There are no restrictions on overtime for men.

A new provision with respect to overtime states that if both male and female employees are employed on identical or substantially identical work, the Manitoba Labour Board may, upon the application of the employer, exempt the employer from the obligation of paying employees of one sex overtime rates on a different basis than employees of the other sex. A provision in the Equal Pay Act passed last year forbids an employer to discriminate between his male and female employees by paying to the employees of one sex wages on a scale different from that paid to employees of the other sex working in the establishment if the work required of, and done by, the employees of each sex is identical or substantially identical. The effect of the new regulation is that in establishments where men and women are doing substantially the same work, the employer may, with the permission of the Board, pay female employees overtime on the same basis as men, that is, after 48 hours instead of after 8 hours in the day and 44 in the week.

The provision respecting call-in time requiring employees reporting for work on the call of the employer to be paid for at least three hours is the same as formerly, except that in rural areas, theatre employees are now exempt as well as hotel or restaurant workers. Children are again excluded.

Meal periods for both men and women workers may not be less than one hour unless the employer and a majority of the employees agree on a shorter period. In no case, however, may the meal period be less than 30 minutes.

General Holidays

Both men and women employees are now protected against a reduction in minimum weekly pay for time not worked on a general holiday which falls on a regular workday. The new order provides that when a general holiday falls on a day on which an employee would ordinarily be required to work and the employee does not work on that day but works regular hours on the days immediately before and after the holiday and on all other days of the week in which the holiday occurs, it is to be presumed, when a minimum wage for that week is being determined, that the employee worked regular hours on the holiday. An employee who is absent because of illness or with the employer's consent on either the day before a holiday or the day after a holiday will not lose this benefit provided the other requirements are met.

Previously, only female employees were protected against a reduction in minimum pay for time not worked on a general holiday. A woman who was absent because of illness or with the employer's consent on the day before a holiday or the day after a holiday, or both, was also to be paid for the holiday provided the other conditions were fulfilled.

The provisions respecting general holidays are supplementary to the holiday provisions in the Hours and Conditions of Work Act, which prohibits work by both men and women on seven specified public holidays unless overtime wages of time and one-half the regular rate are paid or compensatory time off is given, the latter alternative being permitted in certain types of employment. The holidays are the same as those listed in the order. They are: New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day and Christmas Day.

Special Employment Conditions for Women

Among the special provisions for women is one requiring the employer to allow female employees a rest period of at least 10 minutes during each spell of work of three hours or more. Another states that no woman may be required to work longer than four hours without a meal period. If the work period of a female employee ends between midnight and 6 a.m., adequate transportation to her home must be provided at the employer's expense. Similar provisions were included in the earlier regulations.

Weekly Labour Contracts

A new provision permits an employee to contract in writing with his employer to be paid a weekly wage for a specified number of hours, provided the weekly wage is not less than the amount which would be payable under the regulations for the total number of hours agreed on in the contract. An employee who enters into such a contract and who works more hours in a week than he contracted for must be paid not less than the minimum hourly rates for excess hours worked within the standard work week and not less than the minimum overtime rate for excess hours worked beyond the standard work week. If the weekly wage is greater than the amount which would be payable under the regulations for the total number of hours contracted for, the employer may not apply any part of the excess wages against hours for which the minimum overtime rate should be paid. A record of all hours worked beyond the specified weekly limit and the wages paid for excess hours must be kept by every employer.

Under the previous regulations, taxicab and public service vehicle drivers in rural areas were permitted to enter into similar contracts but on slightly different terms, one difference being that the contract not only had to specify the weekly wage and the total number of hours to be worked but also the starting and finishing time each day. Another was that hours worked beyond the specified scheduled hours were to be paid for at not less than the overtime rate set out in the regulations.

Homework

For the first time in Manitoba some regulation will be exercised with respect to take-home work.

A probe of home labour was made in 1955 following complaints by labour unions. A one-man industrial inquiry commission in April of that year investigated allegations that "to an increasing extent" manufacturers of stitched goods and other articles were arranging to have certain operations in the manufacture performed by workers in their homes with pay on a unit or multiple unit basis. He reported in November 1955, that piece-work contracting was a minor part of the garment industry and that workers were generally satisfied with the rates paid. He found no piece-work in the fur garment industry or in the making of china and clay articles.

The new regulations do not set a minimum wage for homework but require employers to register and keep records. Provision is also made for the Minister

to make rules respecting wages when necessary.

In these regulations take-home work is defined as "work that an employee performs at or in premises that are not provided by the employer but does not include the selling of goods or services".

An employer wishing to hire an employee to do take-home work must first send the Minister a written notice of his intention to engage in that type of operation.

A record showing the names and addresses of persons doing take-home work together with particulars as to the type and amount of work done by each employee, the amounts paid, wage rates and deductions from wages must be kept by every employer and furnished to the Minister upon request.

The Minister may impose conditions and limitations upon employment involving take-home work whenever he considers it advisable to do so to secure conformity with the intent and purpose of the minimum wage provisions of these regulations.

Minimum Age for Employment

The regulations again prohibit the employment of a child under 15 years except with the written permission of the Minister of Labour.

General Provisions

A limitation on weight lifting is again imposed, the new regulations providing that no child, adolescent or female employee may be allowed to lift a weight which would impose excessive physical strain or carry burdens exceeding 25 pounds in weight for more than 10 feet.

The regulations regarding payment of wages are substantially the same as before except for a new provision prohibiting an employer from paying female employees less frequently than twice a month. Wages must be paid within three days of the completion of the pay period during which they were earned unless written permission to do otherwise has been granted by the Minister. An employer may not institute a practice of paying wages less frequently than once a week nor alter an established practice so as to pay less frequently than once a week without prior permission from the Minister. An employer who pays wages less frequently than once a week may be ordered to change this practice. As before, the Minister may direct an employer to pay wages by cash, accepted cheque, money order or other method.

Upon request, employers are required to furnish an employee with a written statement showing deductions and net amounts as well as wage rates and hours worked.

The request must now be made at least three days before the time of paying wages. Another change is that an employer must comply with a request in writing from an employee to furnish earnings statements every pay period.

All employees except employees covered by a collective agreement that is in force and filed with the Manitoba Labour Board must be furnished with a copy of these regulations by the employer.

Health and Sanitation

Employers are required to comply with the health and sanitation regulations set out for factories and office buildings. These standards cover such matters as air and floor space, lighting, ventilation, heating, washing and toilet facilities, lunch and rest rooms, drinking fountains, elimination of dusts, vapours and gases and the provision of a matron or welfare supervisor.

Orders Rescinded

The new regulations replace Man. Reg. 22/52 (L.G. 1952, p. 1235).

Manitoba Vacations with Pay Act

Regulations under the Manitoba Vacations with Pay Act respecting the use of vacation pay stamps and vacation stamp books in the construction industry in Greater Winnipeg approved by Man. Reg. 4/57 were gazetted January 26, replacing those authorized by Man. Reg. 27/48 (L.G. 1948, p. 1009; 1949, p. 1256).

One change deals with the cashing of stamps unredeemed at the time of death of the worker. In the event that an employee dies before all stamps in a vacation pay book have been redeemed, the Minister may now pay to the personal representative of the deceased the cash value of the remaining stamps, provided satisfactory proof of death and of the ownership of the book is submitted. The former regulations provided that the cash value of the unredeemed stamps was to be paid to the legal representative of the deceased.

The price of stamp books has been raised from 25 cents to 35 cents and the charge for cashing stamps has been increased from 25 cents to 40 cents. Vacation stamps worth \$5 are now available. Formerly, the highest denomination issued was \$1.

Newfoundland Workmen's Compensation Act

New regulations under the Newfoundland Workmen's Compensation Act, replacing those of 1951, were gazetted on January 15, 1957, effective January 1, 1957.

These regulations, which deal mainly with the classification of industries for assessment purposes, inclusion and exclusion of industries, the records an employer is required to keep, first-aid requirements, and penalties for failure to comply with the regulations, consolidate the amendments that have been made from time to time since the Act and regulations first came into effect in 1951 (L.G. 1951, p. 839; 1952, p. 1373; 1955, p. 1062). Some changes have been made with respect to industries excluded and first-aid requirements, as well as in the classification of industries.

Exclusion of Industries

The provision in the 1951 regulations which excluded from the operation of Part I of the Act that portion of an industry carried on by an employer not resident in Newfoundland, and performed by workmen whose contract of hiring was not made in Newfoundland, does not appear in the new regulations.

The 1951 regulations provided that workmen employed in an industry within the scope of Part I of the Act were excluded from the operations of the Act while being transported by aircraft. An amendment in 1952 added an exception in the case when injured workmen and their escorts, covered by Part I of the Act, had been transported with the expressed or implied authority of the Board. This regulation in its entirety is omitted in the new regulations. It would appear now that injuries sustained during air transportation of an employee could be considered as sustained in the course of employment.

First Aid

New provisions are added regarding first aid.

Every employer having three or more but less than 15 workmen usually employed is required to provide and maintain in his factory or place of employment a No. 2 First Aid Kit which shall be in the charge of some suitable person. A list of supplies contained in a No. 2 First Aid Kit is given.

In the case when 15 or more, but less than 200 workmen, are usually employed, the employer is to provide and maintain in his factory or place of employment a No. 3 First Aid Kit, placed in the charge of a person who has taken a recognized course of study in first aid to the injured. The required contents of a No. 3 First Aid Kit are set out in detail.

Every employer having 200 or more workmen usually employed, and any other employer ordered by the Board to do so, is required to provide and maintain in his factory or place of employment an emer-

gency first aid room. A person who has taken a recognized course of study in first aid to the injured must be in charge of the room. Under the previous regulations a first aid room was prescribed if the employer had 300 or more workmen. Details regarding equipment and supply are also set out in the regulations.

A new stipulation in these regulations is that a No. 1 Pocket First Aid Kit is to be supplied by the employer where the nature of his work warrants it. The Pocket Kit (the contents of which are listed) has to be carried by (a) all mine foremen employed underground; (b) all foremen engaged in logging or sawmill operations; (c) all truck drivers engaged in transporting workmen; and (d) all other officials in charge of workmen where the working operations are located at a point where it is inconvenient otherwise to secure first aid treatment.

Quebec Minimum Wage Act

The Quebec Minimum Wage Commission has issued a new holiday order, Order No. 3, 1957, which replaces the general holiday order, Order No. 3, 1946 (L.G. 1946, pp. 1105, 1464; 1947, p. 380), and the special order respecting vacations with pay in the building construction industry, Order No. 3A, 1949 (L.G. 1950, p. 87).

It has also amended the general minimum wage order covering the majority of unorganized workers in the province, Order No. 4, 1953 (L.G. 1953, p. 899) with respect to establishments for which no fixed work week is set.

The new orders were approved by O.C. 34 on January 10 and went into effect on January 19, the day they were gazetted. Order No. 3 will remain in effect until May 1, 1958.

Holidays with Pay

The new holiday order, Order No. 3, 1957, incorporates the main provisions of the two former orders, providing for a stamp system of vacation pay credits for manual workers in the building construction industry and an annual paid holiday of one week after one year's continuous service for other employees governed by the order. As formerly, construction workers are dealt with separately because many of them would not be able to qualify for an annual paid vacation due to the usually short duration of employment with one firm.

The order is in four parts, Part I setting out the application of the order, Part II covering all employees except manual workers in the building construction industry, Part III dealing with the

stamp system of vacation pay credits and Part IV containing some general provisions.

Order No. 3, 1957, provides that all employees governed by the Minimum Wage Act and by any order of the Commission are covered except those which are specifically exempted. This means that domestic servants, agricultural workers and persons covered by a decree under the Collective Agreement Act are excluded, as well as the following: persons subject to a collective labour agreement providing for an annual vacation with pay plan of at least one week or to another Order of the Commission providing for a vacation indemnity or an annual vacation with pay; workers engaged in forest operations; employees of municipal or school corporations; employees, salesmen or agents paid wholly or partly by commission, bonus, or share in profits whose hours of work cannot be controlled by the employer; caretakers who are provided with free lodging on the premises; apartment house janitors; homeworkers; part-time employees who work not more than three hours in a day.

The main provisions dealing with an annual vacation with pay are the same as in the former general order. The new order provides that every employee governed by the order except a manual worker in the building construction industry is entitled annually to a continuous paid holiday of at least seven days after one year's continuous employment with his employer or to a half-day for each calendar month if he has worked less than a year.

The definition of "duration of continuous service" is the same, the term being defined as any period during which the employee is bound by contract to work for his employer even if this period has been interrupted. Absence because of illness if the contract is not cancelled, days on which the establishment remains closed, the annual holiday and the term of notice to end a contract are not to be considered as interrupting the continuous service provided the employee does not hold any other paid employment. Calendar months during which an employee does not actually work may not be counted, however, when calculating continuous service.

The regulations again provide that the holidays must be given within 12 months from the May 1 following the expiration of the worker's year of employment and require an employer to give at least 15 days' notice of the date of a worker's holiday.

The worker must be paid for his holiday before he takes it, the pay to consist of the wages he would have earned for the

week, if he is paid by the week or longer period, or two per cent of the wages earned during his year of employment (May 1 to April 30), including his vacation indemnity, if paid on any other basis. In situations where an employer provides board and lodging, the new regulation, unlike the former order, does not stipulate that the value fixed by minimum wage orders of board and lodging provided in whole or in part by the employer must be added to the wages before holiday pay is determined. Instead, it includes board in the list of benefits which are not to be affected by a holiday with pay. Others are contributions to a pension fund or to a group life insurance policy and sick benefits.

As formerly, an employee whose labour contract is cancelled before he has taken his vacation must be paid an indemnity consisting of the wages due him at his holiday time and two per cent of the wages earned after the May 1 preceding termination of employment. A new provision states that this indemnity is payable to the employee, not to his representatives, a fact which was not quite clear under the former order.

An employer may not substitute a compensating indemnity for an annual vacation with pay except in cases provided for under this order. Labour contracts providing for shorter annual vacations or less favourable conditions than those authorized under this order are strictly forbidden.

The stamp system described below with respect to manual workers in the construction industry may be used by agreement between the employer and the employees to pay the remuneration or vacation indemnity provided for in Part II.

The stamp system of vacation pay credits provided for in this order is similar to that authorized by Order No. 3A except that it has a wider coverage. It applies to all manual workers employed by employers whose principal business is building construction.

The former order applied only to construction workers employed by employers carrying out building construction work or having a place of business in either the Montreal or Hull zones. Construction workers whose habitual occupation was not connected with the building construction industry were also excluded under Order No. 3A.

The main provisions are unchanged, however, Order No. 3, 1957, providing that every worker whose employment with one employer is not continuous throughout the vacation-with-pay period (May 1 to April 30) must be given a vacation-with-pay

credit of two per cent of his gross earnings from each employer. The employer is required to affix credit stamps on each pay day in the workman's vacation-with-pay stamp book. The stamps and stamp books are to be purchased by the employer from the Commission before the beginning of the vacation-with-pay period. The employer, however, is no longer permitted to make a deduction to cover the cost of the book.

At the end of the vacation-with-pay period the employee may redeem the stamps at the office of the Minimum Wage Commission. A new provision states that an employee who, on June 1 or on the cancellation of his contract, if earlier, has not received the indemnity to which he is entitled under this Order, may claim from his employer an indemnity equal to the value of the vacation-with-pay credits stamps which should have been affixed in his stamp book.

A worker whose employment with one employer has been continuous throughout the vacation-with-pay period is to be granted a holiday of at least seven consecutive days within 12 months from the end of the vacation-with-pay period and a vacation credit calculated in the manner described above.

As in the previous order, there is a provision prohibiting agreements which offer construction workers less favourable conditions.

A new general provision states that the Commission may furnish vacation-with-pay stamp books and credit stamps to employers and employees not governed by Part II of this order, and may impose whatever conditions it considers proper.

Minimum Wages

As previously indicated, Order No. 4, 1953, the general minimum wage order which classifies establishments and undertakings according to the length of the work week and fixes wage rates for each group, the rates varying with the geographical location, has been amended by a new provision which adds fishing establishments on the Magdalen Islands to the list of undertakings considered as having no regular work week. This includes establishments where fish, mollusca, shellfish and other sea foods are prepared, kept, smoked, converted or canned.

As a result of this order, employees employed in fishing establishments on the Magdalen Islands will be subject to the same wage provisions as the other establishments which are deemed to have no regular work week. The wage rates will

(Continued on page 364)

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

Number of initial and renewal claims for benefit in December about 75 per cent higher than in November but some 4 per cent lower than in December 1955. Statistics* show 265,098 claims received in month

The number of initial and renewal claims for unemployment insurance benefit in December was about 75 per cent higher than in November but some 4 per cent lower than in December 1955.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 265,098 claims were received at local offices of the Unemployment Insurance Commission across Canada, compared with 151,356 in November and 276,454 in December 1955.

The count of the registers in the "live file" indicated a sharp rise as of December 31 over November 30, the totals being 398,244 (315,220 males and 83,024 females) on December 31 and 215,378 (155,850 males and 59,528 females) on November 30. The December figures include 28,245 registers pertaining to seasonal benefit claimants. The bulk of the increase in the number of registers in the live file is due to an increase in the male segment of the claimants, which doubled from November to December. On December 30, 1955, registers in the live file numbered 388,129—306,988 males and 81,141 females (these figures include 47,272 registers identified for seasonal benefit claimants).

Adjudications on initial and renewal claims numbered 202,446, of which 149,919 or 74 per cent were "entitled to benefit". Of the 49,196 initial claims classed as "not entitled to benefit," 41,945 or 85 per cent were on behalf of claimants failing to fulfil the minimum contribution requirements. Total disqualifications, *i.e.*, those arising from initial, renewal, revised and seasonal benefit claims, amounted to 16,712, the chief reasons for disqualification being: voluntarily left employment without just cause, 6,153 cases; not capable of and not

available for work, 3,547 cases; and refused offer of work and neglected opportunity to work, 1,249 cases.

New beneficiaries during December totalled 114,218, in comparison with 74,130 during November and 107,597 during December 1955.

A total of \$12,528,015 was paid during December in compensation for 619,902 weeks of unemployment, against \$9,275,471 and 478,265 weeks in November, and \$11,942,873, 702,642 weeks and 4,532 days for December 1955.

Complete weeks comprise about 90 per cent of the total weeks compensated during December in both 1956 and 1955. Similarly, the proportion of the partial weeks attributable to excess earnings remains at about the same level as one year ago, *i.e.*, about 66 per cent.

The average weekly benefit rate for December 1956 was \$20.21, as against \$19.39 for November and \$17 for December 1955. The sharp rise in the current average rates over a year ago is due chiefly to the higher rates under the new Act, of which the full impact is only now being felt. The highest weekly rates payable under the 1940 Act were \$24 for a claimant with a dependent and \$17.10 if he had no dependent, and benefit rights in existence on October 2, 1955, were continued under the revised Act until they were either used up or a year had passed since their establishment, whichever occurred first. On claims filed under

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

*See Tables E-1 to E-4 at back of book.

the new Act, a claimant was required to prove a minimum of eight weeks' contributions under the new Act in order to be eligible for the new and higher rates (maximum \$30 for claimants with a dependent and \$23 if no dependent claimed). It should be pointed out, also, that even though the proportion of partial payments has not varied between December 1956 and 1955, constituting about 10 per cent of the total weeks compensated, there may be some difference in the degree to which weekly payments have been reduced.

The estimated average weekly number of beneficiaries was 155,000 for December, 108,600 for November and 162,600 for December 1955.

Seasonal Benefit

Seasonal benefit as defined under the revised Unemployment Insurance Act 1955 is comparable to that paid under the supplementary benefit provisions of the 1940 Act (as amended in February 1950), with one important difference, *i.e.*, the supplementary benefit scheme was financed by an additional contribution of one cent per day by insured employees and their employers, and in some cases, deficits, had they occurred, would have been made up by Treasury. No special contributions are required for seasonal benefit under the revised Act.

As heretofore, claims adjudicated during December and for which the statutory conditions are not fulfilled are immediately considered for seasonal benefit. Though no benefit is payable under these provisions for unemployment occurring prior to the week in which the first of January falls, claimants may serve the waiting period in December and, if circumstances warrant, they may claim benefit commencing with that week.

To qualify for seasonal benefit, the claimant must fulfil one of the following conditions: that at least 15 contribution weeks were recorded on his behalf since the Saturday preceding the 31st day of March prior to the date of claim (group A) or that his most recent benefit period terminated since the preceding 15th day of April (group B).

The weekly benefit rate for a claimant in group A is based on the average of the weekly contributions paid on his behalf during the interval specified, while for those in group B the rate is that established on the most recent benefit period.

Claimants for seasonal benefit must comply with all the provisions of the Act except those relating to the minimum contributions, and the method of determining the weekly rate and total entitlement.

Claims considered for seasonal benefit totalled 41,896; 132 of these were renewal seasonal benefit claims filed. Of 41,837 claims adjudicated, 26,593 were entitled to benefit, 72 of which were renewal claims.

Seasonal benefit claimants having an unemployment register in the live file on the last working day of the month numbered 28,245 (22,166 males and 6,079 females).

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for December show that insurance books or contribution cards were issued to 4,745,934 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1956.

At December 31, employers registered numbered 288,774, an increase of 1,787 during the month.

Enforcement Statistics

During December 1956, 4,059 investigations were conducted by district investigators across Canada. Of these, 3,325 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions. The remaining 734 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were commenced in 55 cases, 15 against employers and 40 against claimants.* Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 358.*

Unemployment Insurance Fund

Revenue received in December totalled \$21,653,382.16 compared with \$21,038,964.17 in November and \$20,624,583.57 in December 1955. Benefit payments in December amounted to \$12,515,533.79, compared with \$9,258,141.20 in November and \$11,928,501.78 in December 1955. The balance in the fund at December 31 was \$926,776,830.22; at November 30 there was a balance of \$917,638,981.85 and at December 31, 1955, of \$890,857,489.63.

*These do not necessarily relate to the investigations conducted during this period.

Unemployment Insurance Plan for Commercial Fishermen Announced

Minister of Labour states in House of Commons that contributions will begin April 1 and consideration of applications for benefit January 1, 1958. Payment of benefits restricted to period January to mid-April

On February 5, the Hon. Milton F. Gregg, Minister of Labour, announced in the House of Commons that an unemployment insurance plan for fishermen had been worked out and approved by the Government.

The Minister said:

"The Commission is now taking the necessary steps through its regional and appropriate local offices to have the plan commence on April 1 next for the collection of contributions into the fund, and to commence on January 1 next for a consideration of applications for benefit.

"Under this plan commercial fishermen will be covered regardless of whether they are wage-earners, or work on shares as co-adventurers, or carry on their fishing operations alone. For those who are paid wages, the employer and the employee will, of course, make the contributions in the regular way.

"Fishermen who do not work for wages have no employer in the ordinary sense. It will be necessary in their case for the person who first buys or acquires a fisherman's catch to be treated as the employer for the purpose of making the contributions and keeping the records.

"In general, the rates of contributions and benefits will be the same as those applying to all other insured workers.

"The period when benefit may be paid will be restricted to the time of year when most fishermen are unemployed. The plan, therefore, provides for the payment of benefit only between the beginning of January and the middle of April, for such number of weeks as the claimant may be entitled to, with a minimum of ten. Provision is made for integrating fishing contributions with contributions from other insured employment.

"Contributions into the fund will commence as from April 1 next, but I wish to make it clear that these contributions will not count for any benefit until the beginning of January 1, 1958."

To an inquiry by T. S. Barnett (CCF, Comox-Alberni) as to when copies of the regulations will be available to members of the House, the Minister replied:—

"The regulations are now under preparation. As my hon. friend realizes, the first phase has to do with regulations covering contributions into the fund. These will be completed and will be made known to the offices affected before the opening date of April 1. The other regulations which have to do with the benefits will not be completed until after that date, so there will be a series of regulations and as they are completed they will be made available."

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1327, January 24, 1957

Summary of the Facts: The claimant, 49 years of age, had worked as a stenographer in Edmonton, Alta., from February 22, 1954, to June 8, 1956, when she left voluntarily and moved to Drayton Valley, Alta., where her husband was employed. On June 13, 1956, she filed an initial

application for benefit and registered for employment as a bookkeeper.

The insurance officer disqualified her from receipt of benefit from June 10 to July 14, 1956, for separating from her employment voluntarily and without just cause, and for an indefinite period, also as of June 10, 1956, on the grounds that, by

moving to Drayton Valley, where there were no reasonable opportunities of employment, she rendered herself not available for work, pursuant to Sections 60(1) and 54(2)(a) of the Act respectively.

From these disqualifications the claimant appealed to a board of referees, stating that, while her sole reason for leaving her employment was to be with her husband, she had been dissatisfied for the past two years with certain working conditions of the job. She stated also that Drayton Valley was a thriving oil town with plenty of employment opportunities and that, although her age did not favour her chances of obtaining work, she was nevertheless seeking employment.

The board of referees, after having heard the claimant in Edmonton on July 4, 1956, unanimously dismissed the appeal. The board expressed the opinion that, while it was a wife's duty to live with her husband, in moving from a large centre such as Edmonton, which offered many employment opportunities, to a small town like Drayton Valley, the claimant had not shown just cause for voluntarily leaving her employment. The board felt also that the claimant was not available for work, mainly because her chances of finding employment in Drayton Valley were limited and she was not prepared to leave that town to obtain work elsewhere.

With the permission of the chairman of the board of referees, the claimant appealed to the Umpire.

In a memorandum dated August 24, 1956, the regional claims officer stated that there was little demand for female bookkeepers in Drayton Valley, which had a population of only 2,600, that the administrative work of most companies there was done in Calgary or Edmonton, and that the town had a hotel, a theatre, four coffee-shops and two cash-and-carry stores.

Conclusions: The unanimous finding of the board of referees is in accordance with the facts, the provisions of the Act and the jurisprudence laid down in similar cases.

As it has often been pointed out by the Umpire, unemployment insurance is essentially designed to cover cases of involuntary and short-term unemployment and not cases of persons who deliberately leave their employment in large centres and move to isolated and sparsely populated areas, thereby exposing themselves to lengthy periods of unemployment.

In the present case the claimant stated, in her appeal to me, that she had not applied for work up until that time.

It is an underlying principle of the Act that entitlement to benefit is conditional on a genuine desire to obtain work, and such desire can only be demonstrated by personal effort in that direction.

The appeal is dismissed.

Decision CUB-1330, January 24, 1957

Summary of the Facts: The claimant, married, 33 years of age, who resides in Willowdale, residential suburb of metropolitan Toronto, worked as a calculator in a department store in that city from July 7, 1954, to August 6, 1955, when she left voluntarily because of illness. On January 4, 1956, she filed an initial claim for benefit, stating that she was available for work. The claim was allowed.

On June 19, 1956, she turned down an offer of clerical employment with a Toronto publishing firm, as a 20-25-minute walk separated her home from public transportation and her doctor had advised her to refrain from over-fatigue in view of a rheumatic fever condition. She stated, however, that she was ready to accept work in Willowdale. The local office commented that only one possible opening had been found for her in that area since January 1956 and that she had failed the medical examination required.

The insurance officer disqualified the claimant from receipt of benefit for an indefinite period as from June 17, 1956, because in his opinion she had so restricted the area in which she would accept employment that she was considered as not available for work (Section 54(2)(a) of the Act).

The claimant appealed to a board of referees and submitted a medical certificate dated June 29, 1956, in which it was stated that she would be capable of employment only after hospitalization.

The board of referees which heard the claimant in Toronto on July 30, 1956, unanimously allowed the appeal on the grounds that the physical condition which prevented the claimant from accepting employment in downtown Toronto had been brought to the attention of the local office when she had filed her claim for benefit in January, also in March and April 1956, and that, since she had nevertheless been allowed to remain in receipt of benefit, she should still continue to receive benefit.

The Director of Unemployment Insurance appealed to the Umpire, contending that the claimant had been rightfully disqualified for non-availability for work.

(Continued on page 364)

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during January Works of Construction, Remodelling, Repair or Demolition

During January the Department of Labour prepared 209 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 144 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week.

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in January for the manufacture of supplies and equipment were as follows:—

Department	No. of Contracts	Aggregate Amount
Defence Production	135	\$948,744.00
Post Office	16	387,380.81
R.C.M.P.	1	7,920.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during January

During January the sum of \$5,534.39 was collected from 14 employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 254 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during January

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Central Mortgage and Housing Corporation

*Shearwater N S: Fundy Construction Co Ltd, construction of school extension. Camp Gagetown N B: Eastern Woodworkers Ltd, construction of school. Fergus Ont: Marshall Bros, repairs to basements of 9 units. Fort William Ont: Home Development Co, construction of housing units. Toronto Ont: Bennett & Wright Contractors Ltd, supply & installation of mechanical & electrical equipment in boiler house, Regent Park South. Kamloops B C: Cal-Kam Construction & Realty Co Ltd, *repairs to foundations. New Westminster B C: Rosenquist & Sons, interior painting, Glenview Project.*

Department of Citizenship and Immigration

Norway House Indian Agency Man: Keewatin Electric Ltd, rewiring of Cross Lake IRS & installation of generating equipment. Blood Indian Agency Alta: Hillas Electric Co, rewiring of St Paul's IRS. Saddle Lake Indian Agency Alta: Hillas Electric Co, rewiring of Blue Quills IRS. Vancouver Indian Agency B C: Moore Electric, electrical alterations to Sechelt IRS.

Defence Construction (1951) Limited

*Halifax N S: Standard Paving Maritime Ltd, paving, drainage & fencing, etc, of garage & DIS depot, Willow Park. Camp Gagetown N B: Westeel Products Ltd, *alterations to administration bldg D-2. Casey Que: International Water Supply Ltd, *locating & developing of well. Camp Borden Ont: W B Sullivan Construction Ltd, construction of physical training bldg & outside services. Rockcliffe Ont: Beaver Construction Co, construction of sewer extension & improvements at sewage outfall, RCAF Station. Churchill Man: Central Bridge Co Ltd, supply & erection of POL storage tanks.*

Building and Maintenance

Fredericton N B: John A Kennedy & Co Ltd, rewiring & relighting of armoury. Ste Therese Que: Charney Bros Inc, interior painting of PMQs. Camp Borden Ont: Cardinal Painting & Decorating Co Ltd, interior painting of bldgs; D M Hawkins & Co, interior painting of PMQs. Centralia Ont: Arthur Hall, interior painting of PMQs, RCAF Station. Boundary Bay B C: R H Neven Co Ltd, interior painting of PMQs.

Department of Defence Production

Summerside P E I: County Construction Co Ltd, alterations & additions to control tower, RCAF Station. Greenwood N S: Kentville's Hardware Store Ltd, replacement of roof on hangar, RCAF Station. Halifax N S: Thomas Clark, repairs to wall, bldg No 3, Willow Park. Sydney N S: Municipal Ready-Mix Ltd, repairing of asphalt paving, Point Edward Naval Base. Longueuil Que: Tweddle Ltd, repairs to heating plant, Naval Armament Depot. Montreal Que: Tree Surgery Co Ltd, removal of snow, DND property, 350 Chabanel St; Lester Bros Reg'd, interior painting of armouries. St Johns Que: Richards Wilcox Canadian Co Ltd, overhauling of hangar doors, RCAF Station. Sherbrooke Que: Gerald Boissonneault, snow removal from DND properties. Ville La Salle Que: Broadway Paving Co Ltd, paving of parade ground, Naval Supply Centre. Downsview Ont: Canadian Comstock Co Ltd, inspection tightening of power distribution lines, No 1 Supply Depot. Listowel Ont: Starr Construction, repairs & painting at armouries. Milton Ont: Breen Bros Ltd, installation of hot water system in armouries. Ottawa Ont: J Becker Inc, repairing of underground steam & return line, RCAF Station; James T

Purcell, interior painting of bldg No 208, RCEME workshop, Airport. *Welland Ont*: E S Fox, Plumbing & Heating Ltd, replacement of drainage systems, resurfacing of roads, etc, armouries. *Windsor Ont*: L Fitch & Son, installation of ablution facilities, armouries.

Department of Fisheries

New Westminster B C: Star Shipyard (Mercer's) Ltd, *construction of 42-ft fisheries patrol vessel; Star Shipyard (Mercer's) Ltd, *construction of 45-ft fisheries patrol vessel.

National Research Council

Ottawa Ont: John Thompson-Leonard Ltd, supply & erection of boiler in heating plant, Montreal Road; Hurdman Bros Ltd, construction of ship model testing basin, phase 1, Montreal Road Laboratories.

Department of National Revenue

Roosville B C: Oglow Bros Building & Supply Co Ltd, construction of office bldg, residence & garage.

Department of Northern Affairs and National Resources

Cape Breton Highlands National Park N S: Leo Boudreau, installation of plumbing system in bldg. *Halifax N S*: Carter & Smith Ltd, installation of electrical facilities at Citadel. *Pointe Pelee National Park Ont*: Mac J Brian Ltd, installation of plumbing, electrical, water & sewer systems in comfort stations. *Glacier National Park B C*: Greenall Bros Ltd, construction of camps. *Kootenay National Park B C*: Engineered Buildings (Calgary) Ltd, construction of camp bldgs, Hawk Creek mile 20.5, Banff-Windermere Highway. *Yoho National Park B C*: Angus Plumbing & Heating, installation of plumbing & heating systems in staff residence.

Department of Public Works

St John's Nfld: Colonial Construction Co Ltd, alterations to bldg No 28, Buckmaster's Field; Cabot Construction & Supplies Ltd, additions & alterations to bldg No 6, Naval Dockyard; Argo Construction Ltd, construction of customs bldg. *Stewiacke N S*: Harold S Dewar, construction of RCMP quarters. *Tiverton N S*: T C Gorman (Nova Scotia) Ltd, wharf repairs. *St Andrews N B*: Modern Construction Ltd, extension to Atlantic Biological Station. *West Saint John N B*: J E Wilson Roofing Co Ltd, repairs to Customs Immigration Bldg. *Blackpool (Lacolle) Que*: Lewis Bros Asphalt Paving Ltd, resurfacing of customs inspection areas, Customs & Immigration Bldgs. *Bonaventure Que*: Fortunat Bernard, *dredging. *Montreal Que*: Anglin-Norcross (Quebec) Ltd, construction of Income Tax Bldg. *Phillipsburg Que*: Paul Boucher, addition & alterations to Customs Bldg. *St Jean Que*: Paul Boucher Ltd, construction of RCMP detachment quarters. *St Juste du Lac Que*: Jean-Baptiste Rioux, wharf repairs. *Arnprior Ont*: M Sullivan & Son Ltd, construction of foundations, etc & general repairs to bldg No 14, Civil Defence College. *Kingston Ont*: Norman James Pollitt, demolition of various bldgs. *Ottawa Ont*: Thomas Fuller Construction Co Ltd, construction of fire laboratory bldg, NRC, Montreal Road; Thomas Fuller Construction Co Ltd, construction of administration bldg, Booth St; Ross-Meagher Ltd, renovation of Mortimer Bldg; George C Graves Construction Co Ltd, alterations to 1st floor, etc, old Printing Bureau; Trans Imperial Construction Ltd, alterations to 5th, 6th & 7th floors, Booth bldg; Rene Cleroux, installation of boiler feed pump, Central Heating Plant; Edge Ltd, replacement of water pipes, Centre Block, Parliament Bldgs; Stanley G Brookes, installation of lighting fixtures & wiring, Victoria Museum; Stanley G Brookes, improvements to lighting, Postal Terminal; A Bruce Benson Ltd, alterations to Motor Bldg; Canarctic Refrigeration Ltd, supply & installation of ice cubes machine, Centre Block, Senate Side; William D'Aoust Construction Ltd, alterations to postal accommodation bldg, 379 Catherine St; Lumo Electric, installation of boiler & oil burner, Royal Canadian Mint; Lumo Electric, additions to heating & ventilation system in rolling mill room, Royal Canadian Mint; Rene Goulet Construction Co Ltd, alterations to Norlite Bldg; N A Bordeleau & Sons Ltd, repairs to chairs, House of Commons Galleries. *Pigeon River Ont*: Northland Machinery Supply Co Ltd, installation of water supply system in Customs & Immigration Bldg. *St Thomas Ont*: Ellis-Don Ltd, construction of federal bldg. *Teeswater Ont*: A J Brown, construction of post office bldg. *Toronto Ont*: John Barry Salt, repointing & repairs to stonework, federal bldg No 1, Front St West. *Walpole Island Ont*: Birmingham Construction Ltd, wharf reconstruction. *Indian Head Sask*: Hilsden & Co Ltd, construction of header house, Forest Nursery Station. *Banff National Park Alta*: Assiniboia Construction Co Ltd, reinforcing concrete bridge, Pipestone Creek, Trans-Canada Highway;

Burns & Dutton Concrete Construction Co Ltd, reinforcing concrete bridge over Bow River, Trans-Canada Highway; W C Wells Construction Co Ltd, grading, culverts, base course & prime coat, mile 31-43, Trans-Canada Highway. *Meanook Alta*: Norman Hoff Construction Ltd, construction of bldg & ground work, Dominion Observatory. *Wood Buffalo Park Alta*: H Kelly & Co Ltd, construction of Lake Claire abattoir. *Colwood B C*: Pacific Piledriving Co Ltd, repairs & rebuilding of fire walls, RCN Fuel Oil Depot. *Comox B C*: Todd Construction Co Ltd, construction of RCAF wharf. *Esquimalt B C*: G H Wheaton Ltd, construction of chain storage platform. *Sidney B C*: Pacific Piledriving Co Ltd, wharf repairs. *Yoho National Park B C*: Poole Construction Co Ltd, construction of concrete bridge over Ottertail River, Trans-Canada Highway. *Fort McPherson N W T*: Barry Sheet Metal Co Ltd, supply & installation of warm air heating system for day school & teacherage; Hillas Electric Co, construction of pole line & supply & installation of electrical services for warehouse, office bldg, hostel, teacherage, day school & walk-in refrigerator; H Kelly & Co Ltd, supply & installation of hot water heating system for hostel & plumbing services for hostel, teacherage & day school.

(Contracts Awarded Previous to January 1957)

Lauzon Que: La Cie de Carrelages de Quebec Ltee, installation of quarry tile floor, Champlain Drydock. *East Angus Que*: Oscar Bergeron, supply & installation of furnaces in public bldg. *Hull Que*: Bedard-Girard Ltd, extension of services to machinery & equipment in "H" Section, National Printing Bureau. *Montreal Que*: Duromastic Asphalt Ltd, laying of asphalt, Customs Examining Warchouse; J J Shea Ltd, exterior painting of Customs Examining Warehouse; Allied Building Services Ltd, cleaning, pointing & waterproofing of Postal Station "H". *Ottawa Ont*: Ontario Building Cleaning Co Ltd, cleaning interior stonework of Senate Chamber & Gallery, Parliament Bldgs. *Toronto Ont*: Canadian Rogers Eastern Ltd, renewal of window sills, City Delivery Bldg, Bay & Front Sts; John William Cole, installation of burglar alarms & safe enclosures at various post office locations. *Gretna Man*: Ernest E Jack (McBain & Jack) alterations & renovations to federal bldg. *Winnipeg Man*: Bowyer-Boag Ltd, modification to heating system in Commercial Bldg. *Regina Sask*: Smith Bros & Wilson Ltd, provision of parking lot at federal bldg. *Banff Alta*: Bernard A Scott, alterations to administration bldg. *Vancouver B C*: R D Bristow Ltd, reroofing old portion of federal bldg.

The St. Lawrence Seaway Authority

Lachine Section Que: Miron & Freres Ltee, construction of pipeline for water intake, municipalities of Longueuil & Jacques Cartier; S D Miller & Sons, construction of collector sewer & outfalls, municipalities of Montreal South, Jacques Cartier, St Lambert & Preville; Dominion Bridge Co Ltd, modification of Jacques Cartier Bridge; Atlas Construction Co Ltd, construction & maintenance of approach to Honore Mercier Bridge & demolitions; Atlas-Winston Ltd, excavation of channel & construction of dyke, station 900-00 to 930-00, embankments & CPR bridge substructure; J M Langlois, production of railway ballast & roadway base material, Cote Ste Catherine; Dominion Bridge Co Ltd, construction of superstructure for vertical lift bridges near Caughnawaga; Dominion Bridge Co Ltd, construction of superstructure for vertical lift bridges, St Lambert Lock; Dominion Bridge Co Ltd, construction of superstructure from Piers 14 to 29, Honore Mercier bridge extension. *Soulanges Section Que*: Dominion Structural Steel Ltd, erection of St Louis & Valleyfield vertical lift bridges over ship channel, Beauharnois Canal; Bridge & Tank Co of Canada Ltd, construction of superstructure of NYC swing bridge, Upper Beauharnois Lock; Dominion Structural Steel Co Ltd, supply & erection of vertical lift spans for St Louis & Valleyfield Bridges. *Cornwall Ont*: John Entwistle, installation of water supply, Courtauld's Ltd. *Cornwall Island Ont*: McNamara Construction Co Ltd, construction of substructure of high level bridge over South Channel; McNamara Construction Co Ltd, dredging, station 16-00 to station 74-00, International Rapids Section; Marine Industries Ltd, dredging & channel improvements, International Rapids Section. *Iroquois Ont*: Dominion Bridge Co Ltd, repairs & dismantling of Atwater Swing Bridge & re-erection at Iroquois, International Rapids Section; Dominion Bridge Co Ltd, reinforcing of Iroquois Swing Bridge, International Rapids Section. *Port Colborne Ont*: Canadian Dredge & Dock Co Ltd & McNamara Construction Co Ltd, dredging, station 1231-00 to 1460-00, Welland Ship Canal. *Thorold Ont*: Russell Construction Co Ltd, dredging, guard gate to station 710-00, Welland Ship Canal. *Ont & Que*: Maritime Steel & Foundries Ltd, supply & erection of wire rope fenders at locks, Iroquois, Cote Ste Catherine, St Lambert & Beauharnois; Bridge & Tank Co of Canada Ltd, supply & installation of valve operating machines at locks, Iroquois, Cote Ste Catherine.

Catherine, St Lambert & Beauharnois; Timberland Machines Ltd, supply & erection of stiff-leg derricks at locks, Iroquois, Cote Ste Catherine, St Lambert & Beauharnois; Dominion Bridge Co Ltd, supply & erection of sector gates at locks, Iroquois, Cote Ste Catherine & Upper Beauharnois; Northern Equipment Ltd, supply & installation of standby diesel generator at locks, Iroquois & Cote Ste Catherine; Canadian Vickers Ltd, supply & erection of mitre gates at locks, Iroquois, St Lambert, Cote Ste Catherine & Beauharnois; Bridge & Tank Co of Canada Ltd, supply & installation of taintor lock valves at locks, Iroquois, St Lambert, Cote Ste Catherine, Upper & Lower Beauharnois, & taintor regulating valves at Upper Beauharnois.

Department of Transport

Gander Nfld: Chisholm Construction Co Ltd, construction of access road, airport. *Torbay Nfld:* Allied Construction Co Ltd, construction of air terminal bldg & related work at airport. *London Ont:* John Gaffney Construction Co Ltd, construction of radio beacon bldg & related work. *Princeton B C:* S & S Electric Ltd, erection of boundary fence at airport.

Decisions of Umpire

(Continued from page 359)

Conclusions: On the facts before me I consider that the board of referees erroneously found that the claimant was entitled to unemployment insurance benefit.

In the light of the claimant's self-restricted availability for work, her failure to pass a medical examination for prospective employment, the medical certificate submitted on June 29, and the apparent lack of personal efforts to find a job, it is manifest that the condition which forced her to withdraw from the labour field in August 1955 still existed when she filed a claim for benefit in January 1956. While the insurance officer may not have had the necessary facts in his possession to disqualify her under Section 66 of the Act (separation from work by reason of illness) at the time of her claim, he would have been justified to do so, with retroactive effect to the date of her claim, when the medical certificate was made available in

June 1956, under a new re-adjudication within the terms of Section 79. This he did not choose to do, and the question which was placed before the board of referees and is now before me is whether or not the claimant was available for work, within the meaning of the Act, when she failed to apply for the employment notified to her, considering the fact that she limited her employability to the Willowdale area.

Any claimant who, after several months of unemployment, limits his availability for work to a district where his chances to find employment are very limited, disqualifies himself under the Act. This applies *a fortiori* to a claimant whose capability of work is impaired.

For those reasons the board should have maintained the disqualification imposed by the insurance officer, which is reinstated as from the date on which this decision shall be communicated to the claimant.

Recent Regulations

(Continued from page 355)

be those set for Zone III. The minimum rate payable to experienced workers is 41 cents an hour. Inexperienced workers, that is, apprentices and employees who are not doing skilled work or work requiring training, must be paid at least 31 cents an hour. The number of inexperienced workers, however, may not exceed 20 per cent of the total number of employees in the establishment.

No overtime rates are provided for these employees nor are they eligible for weekly rest or the three-hour minimum. However, they are entitled to an annual holiday with pay and the other benefits provided under Order 3, 1957, described above.

Collective Agreements

(Continued from page 339)

Under about 17 per cent of the contracts, standard hours of work were reduced. The only concentration was in 29 agreements which reduced weekly hours to 40.

Pension plans, group health insurance plans and escalator clauses received only a small amount of attention. Only 30

cost-of-living escalator clauses were found among the agreements examined, and the large majority of these had been carried over from previous agreements. On the other hand, in seven of the new agreements escalator clauses previously in operation were discontinued.

WAGES, HOURS, WORKING CONDITIONS

Salaries and Hours of Work in Municipal Government Service

Salaries of police constables, firefighters and labourers were raised in 1956 in approximately 70 per cent of the 77 Canadian municipalities surveyed, and hours of work were reduced in about 11 per cent of them

Information based on returns from 77 municipalities across Canada shows that approximately 70 per cent of them increased salaries of police constables, firefighters and labourers from 1955 to 1956. Hours of work per week were reduced in approximately 11 per cent of the same cities. This information is obtained from the annual survey of wage rates at October 1 conducted by the Economics and Research Branch of the Department of Labour.

The accompanying table shows the maximum basic salaries* of first class police constables and firefighters, hourly wage rates for works department labourers, and standard hours of work per week for each of these three groups of workers. The data apply to the pay period preceding October 1, 1955 and 1956. Comparable data for the years 1954 and 1955 appeared in the May 1956 issue of the *LABOUR GAZETTE* (p. 563). This year, for the first time, information for Chicoutimi and Rouyn in Quebec has been included in the table.

The highest salaries were paid to both police constables and firefighters in Toronto, Windsor, New Westminster and Vancouver, and to firefighters in Prince

Rupert. These employees received salaries in excess of \$4,000 per year. Both police constables and firefighters were paid the same rate of pay in several cities in the Maritime Provinces and Quebec, while in most centres in Ontario and the Prairie Provinces, salaries for police constables were slightly higher than those for firefighters. In several centres of British Columbia, salaries for firefighters were higher than those for police constables.

Most of the increases received in 1956 by police constables and firefighters were of comparable size. A total of 73 cities reported salaries for police constables and of these, 52 showed salary increases over 1955; the increases ranged from \$55 to \$600. In the case of firefighters, 51 of 72 reporting cities granted increases, ranging from \$39 to \$399.

Hourly wage rates shown for labourers are those paid to workers in that category in the works department of the municipality, although labourers in other civic departments are often paid at the same rates. In some cases where ranges of rates are given, the lower figure represents the starting wage rate and the higher one the maximum rate paid to labourers, generally to those engaged in more strenuous work.

The hourly wage rates paid in 1956 to civic labourers varied from \$0.75 in Charlottetown to \$1.68 in Vancouver. The size of the hourly increases from 1955 to 1956 ranged from 1½ cents per hour in Sorel to 20 cents in St. Thomas. The average increase was approximately 6 cents per hour in 59 cities reporting higher rates.

*The "maximum basic salary" for police constables and firefighters is the salary paid after the probationary and training period has been completed, frequently from three to five years, but before long-term service increases are obtained. It includes cost-of-living bonuses, wherever paid, but does not include allowances for uniforms, boots, transportation, etc. In almost every instance, the salaries listed are those received by the majority of the police constables or firefighters in each of the communities.

SALARIES AND HOURS OF WORK IN MUNICIPAL GOVERNMENT SERVICE OCTOBER 1955 AND 1956

Municipality	Police Constable			Firefighter			Labourer ⁽²⁾		
	Maximum Basic Salary per Year	1955 \$	1956 \$	Standard Hours per Week	1955 \$	1956 \$	Standard Hours per Year	1955 \$	1956 \$
Newfoundland—									
Corner Brook.....	3,000	3,000	48	48	3,000	3,000	84(3)	1,20	1,31
St. John's.....	3,000	3,000	48	48	3,000	3,000	84(3)	1,00	1,05
Prince Edward Island—									
Charlottetown.....	2,400	2,400	48	48	3,180	413	63	1.17	1.27
Nova Scotia—									
Glace Bay.....	3,035	3,035	48	48	3,180	3,180	67	1.20	44
Halifax.....	3,180	3,180	413	413	3,180	3,180	60	1.17	40
Sydney.....	3,060	3,120	43	40	3,020	3,171	56	1.24	40
New Brunswick—									
Fredericton.....	2,980	3,142	48	48	2,980	2,980	60	.97	.97
Moncton.....	3,249	3,249	40	40	3,276	3,440	60	1.18	40
Saint John.....	3,020	3,171	40	40	3,020	3,171	56	1.19 ⁴	40
Quebec—									
Cap-de-la-Madeleine ⁽⁴⁾	2,756	3,120	56	54	2,756	3,120	56	.85	.90
Chicoutimi ⁽⁵⁾	3,484	3,380	56	51	3,484	3,380	56	1.00	1.05
Drummondville ⁽⁶⁾	3,484	3,484	56	56	3,484	3,484	56	1.00	1.05
Hull.....	3,000	3,600	48	48	2,950	3,200	72	1.05	1.07
Joliette.....	3,328	3,328	48	48	3,120	3,380	60	1.08	1.08
Lachine.....	3,320	3,652	48	48	3,260	3,586	60	1.21	1.27
Mazog.....	2,889	2,889	60	48	3,673	3,773	60	.96	.98
Montreal.....	3,673	3,773	48	48	2,964	3,120	72	1.12	1.32
Quebec.....	2,964	3,120	48	48	3,705	3,705	54	1.05	1.10
Rouyn.....	3,705	3,705	54	54	3,110	3,119	56	1.00	1.05
St. Hyacinthe ⁽⁴⁾	3,119	55	55	55	3,110	3,119	56	.93	.98
St. Jean.....	3,120	60	60	60	2,964	2,964	60	1.01	1.01
St. Jerome.....	3,068	3,172	48	48	3,120	3,380	60	1.00	1.00
Shawinigan Falls ⁽⁷⁾	3,120	3,380	48	48	3,297	3,297	72	1.25	1.30
Sherbrooke.....	3,141	3,276	48	48	2,756	3,016	48	1.06	1.12
Sorel ⁽⁸⁾	2,756	3,016	48	48	3,224	3,224	56	.95	1.15
Trois-Rivières ⁽⁴⁾	3,224	56	56	56	3,673	3,673	60	1.04 ⁴	1.04 ⁴
Verdun.....	3,673	48	48	48	3,673	3,673	60	1.10	1.20
Westmount.....	3,673	48	48	48	3,673	3,673	60	.....	.....
Ontario—									
Belleville.....	3,475	3,625	48	44	3,275	3,350	56	.90	1.23
Brantford.....	3,650	3,650	48	44	3,550	3,650	56	1.37	1.48 ³
Brockville.....	3,400	3,500	48	48	3,210	3,360	56	1.06	1.10
Chatham.....	3,580	3,810	44	44	3,589	3,655	56	1.27	1.30
Cornwall.....	3,356	3,600	44	48	3,350	3,600	56	1.20	1.20
Fort William.....	3,660	3,960	44	44	3,542	3,542	48	1.30	1.34 ⁴

Galt.....	48	56	1.15	1.28
Galt.....	44	56	1.24	1.36
Guelph.....	40	55	1.33 ¹	1.36
Hamilton.....	40	55	1.42 ²	44
Kingston.....	44	55	1.04 & 1.08	40
Kirkland Lake.....	44	55	1.14 & 1.23 ³	40
Kitchener.....	44	55	1.01 & 1.06	40
London.....	40	55	1.15 & 1.22	48
Niagara Falls.....	40	55	1.29	44
North Bay.....	44	55	1.32	44
Oshawa.....	44	55	1.37 & 1.48	40
Ottawa.....	44	55	1.36	40
Owen Sound.....	40	55	1.39 & 1.45	40
Peterborough.....	48	55	1.41 & 1.53	40
Port Arthur.....	44	55	1.10 & 1.18	40
St. Catharines.....	40	55	1.21 & 1.23	44
St. Thomas.....	44	55	1.12 & 1.26	45
Sarnia.....	44	55	1.34 & 1.40	45
Sault Ste. Marie.....	40	55	1.39 & 1.45	42 ⁴
Stratford.....	44	55	1.18	48
Sudbury.....	44	55	1.29	48
Timmins.....	48	55	1.37 & 1.47	48
Toronto.....	40	55	1.30	40
Welland.....	44	55	1.30 & 1.41	40
Windsor.....	40	55	1.47	40
Woodstock.....	44	55	1.53	40
Manitoba—				
Brandon.....	48	56	1.21	44
St. Boniface.....	44	56	1.24	44
Winnipeg.....	40	56	1.28	44
Saskatchewan—				
Moose Jaw.....	40	56	1.05	44
Prince Albert.....	40	56	1.00	40
Regina.....	40	56	1.19	40
Saskatoon.....	40	56	1.20	40
Alberta—				
Calgary.....	40	56	1.17	40
Edmonton.....	40	56	1.13	40
Lethbridge.....	40	56	1.23 & 1.28	40
Medicine Hat.....	42	56	1.28 & 1.39	40
British Columbia—				
Nanaimo.....	44	56	1.36	40
Nelson.....	40	56	1.38	40
New Westminster.....	40	56	1.39	40
Prince Rupert.....	40	56	1.47	42
Trail.....	40	56	1.42	40
Vancouver.....	40	56	1.56	40
Victoria.....	40	56	1.39 & 1.50	40

(1) Firefighters in most centres in Eastern Canada operate on the "two platoon" system. In a typical fire department shifts of 10 hours by day and 14 by night, are arranged over six-week cycles in such a manner as to average 56 hours. Under this system, all work weeks are not of uniform length, but vary between 40 and 80 hours. In the western provinces, where the "three platoon" system is used, the 48-hour week is more common.

(2) Labourers in Works Department only.

(3) On call 84 hours per week, not actual hours worked.

(4) Both Police and Firefighting duties combined.

STRIKES AND LOCKOUTS

Canada, January 1957*

At the beginning of the year, eight work stoppages resulting from strikes or lockouts that began in the latter part of 1956 had not been settled. Two of the stoppages began in September, one in October, three in November, and two in December. Only two of them involved more than 100 workers and a time loss totalling more than 5,000 man-days.

During January, two of the stoppages, with 91 workers, were settled; the other six, involving 398 workers, remained un-concluded at January 31.

Workers directly involved in the eight stoppages numbered 489, and their time-loss during January amounted to 11,255 man-days. From the date of commencement of the stoppages to the end of January, 34,550 man-days had been lost.

Added to the eight carried over from the previous year, sixteen strikes or lockouts began during January. In one, the strike by locomotive firemen of the Canadian Pacific Railway, more than 2,500 workers were directly involved and more than 65,000 other employees of the Company were laid off for the nine days of the strike. Another stoppage of 1,000 workers in the ladies' garment trades lasted less than one day. A dispute at a Nova Scotia coal mine also involved approximately 1,000 workers. Two of the stoppages directly concerned 500 or more workers, and each of four included between 100 and 500 workers.

Of the sixteen strikes or lockouts commencing during January, nine, directly affecting 5,009 workers, were of relatively short duration, having been concluded by the month's end. Still in existence at the end of the month were seven involving 1,979 workers.

Workers directly concerned in the sixteen work stoppages commencing during

January totalled 6,988. Their lost time in the month amounted to 41,425 man-days, more than half of which was caused by the strike of CPR firemen.

The 24 strikes in existence during January directly involved 7,477 workers in a time loss of 52,680 man-days. In Table G-1 at the back of this issue, these figures are compared with similar statistics for December 1956 and for January 1956. The table shows a moderate increase in strike or lockout activity in January 1957 compared with the previous month, but a substantial drop compared with a year ago.

As noted above, two of the stoppages carried over from 1956 and nine of those commencing during the first month of this year were terminated by January 31. Thus, at the end of the month there were thirteen strikes or lockouts still in progress, involving 2,377 workers; 1,000 workers were concerned in one case and 600 in another. None of the remainder involved more than 200 persons.

A complete list of stoppages in effect during the month of January is shown in Table G-2 at the back of the book. The list is divided into those that began prior to January and had not been concluded by the first of the month, and those beginning during the month. For stoppages that ended during January, the termination date is given. Also shown is the time-loss during January and the total loss in man-days to January 31 or the termination date where applicable. It will be noted that a stoppage at L'Assumption Shoe Limited, which began on September 19 and ended on November 11, is included in the table. This stoppage had been shown as still in progress in December, but information received in January confirmed that it had, in fact, been ended in November.

Strike activity in the United States during January was at a relatively low level compared with the same month in most years since the war. A preliminary report by the U.S. Bureau of Labor Statistics shows a total of 325 work stoppages in progress during the month, including those continuing from previous months.

Idled were 80,000 workers for an estimated time loss of 550,000 man-days. Of the stoppages in effect in January, 225 began during the month; these involved 60,000 workers.

PRICES AND THE COST OF LIVING

Consumer Price Index, February 1957

Canada's consumer price index (1949=100) moved from 120.3 to 120.5 between January and February to establish a new high.* The February index stands 3.5 per cent above the level of a year ago.

The current month's changes in group indexes were very slight, except for "other" commodities and services, which advanced 0.6 per cent.

The food index moved from 117.1 to 117.2 as numerous slight increases throughout all foods were nearly offset by somewhat larger price decreases in coffee, eggs, lettuce and tomatoes. The only item to register a significant increase was sugar.

The shelter index increased a further 0.1 per cent from 133.6 to 133.8, following small increases in both the rent and homeownership components.

The only group to decline was clothing, which moved from 107.6 to 107.4 as sale prices for women's winter coats and overshoes, as well as boys' parkas, outweighed a further increase in the price of men's suits.

Household operation changed from 119.0 to 119.1 as price increases occurred for fuel oil and a number of items of furniture, textiles and utensils. Lower prices were recorded for floor coverings, detergents and floor wax.

The increase in "other" commodities and services from 123.1 to 123.8 resulted from a substantial advance in hospital room rates combined with increases for gasoline, drug and personal care items, and alcoholic beverages.

The index for February last year stood at 116.4. Group indexes on that date were: food 109.9, shelter 131.5, clothing 108.6, household operation 116.7, and other commodities and services 119.3.

City Consumer Price Indexes, January 1957

Consumer price indexes (1949=100) were higher in five of the ten regional cities between December 1956 and January 1957, unchanged in two, and lower in three cities.*

Changes were all quite moderate, ranging from an increase of 0.3 per cent in both Winnipeg and Vancouver to a decrease of

0.2 per cent in both Ottawa and Edmonton-Calgary.

In foods, prices were higher in most cities for sugar, jam, tea, cheese, potatoes and fats. Eggs, imported vegetables and pork were generally lower. Men's wear increased in most cities. Coal prices were up in seven of the ten regional cities. New passenger cars showed further price increases, following complete pricing of 1957 models. Toilet soap increased in most regional cities.

Regional consumer price index point changes between December and January were as follows: Winnipeg +0.4 to 118.8; Vancouver +0.4 to 122.1; St. John +0.2 to 107.7; Halifax +0.1 to 118.6; Saint John +0.1 to 121.2; Ottawa -0.2 to 121.4; Edmonton-Calgary -0.2 to 117.2; Montreal -0.1 to 120.6. Toronto and Saskatoon-Regina remained unchanged at 123.1 and 117.1 respectively.

Wholesale Prices, January 1957

Canada's general wholesale price index (1935-39=100) advanced 0.6 per cent between December and January to 229.4 from 228.1, and was 3.3 per cent higher than the 222.0 registered in January 1956.

Increases over December were registered in seven of the eight component groups, non-ferrous metals registering the only decline.

Vegetable products index advanced 1.6 per cent to 203.5 from December's 200.3, due mainly to higher prices for sugar, potatoes, onions, lemons and No. 2 Ontario peas that outweighed lower prices for raw rubber, cocoa beans and cocoa butter.

The animal products index rose 0.8 per cent to 237.6 from 235.8, increased prices for calves, veal carcasses, calf skins and pork products more than counter-balancing decreased prices for grayfish oil, poultry, cheese and eggs.

The index for non-metallic minerals rose 0.4 per cent to 187.4 from 186.6. The chemicals group index also rose 0.4 per cent to 181.8 from 181.1.

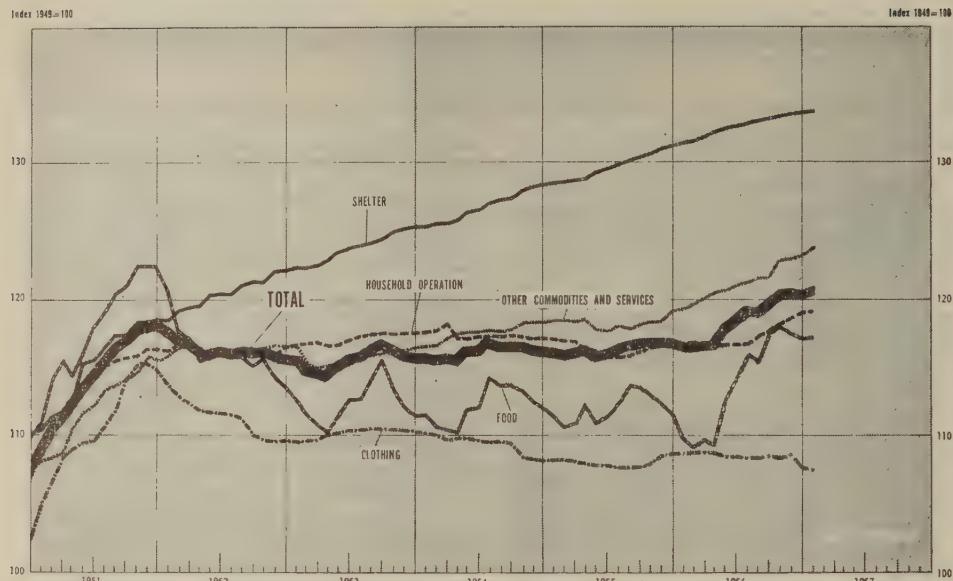
In the wood products group lower prices for wallboard, cedar and some fir products were insufficient to halt the 0.2-per-cent

*See Table F-2 at back of book.

†On base June 1951=100.

*See Table F-1 at back of book.

CONSUMER PRICE INDEX FROM JANUARY 1951



increase in the index to 298.8 from 298.1. Increased prices for castings, tin plate and some hardware items were the main contributors to a rise of 0.2 per cent in the iron products index to 250.3 from 249.7. The index for textile products rose fractionally (0.1 per cent) to 234.6 from 234.3.

Non-ferrous metals, the only group to record a decline, fell 0.3 per cent to 189.9 from 190.4.

The index of farm product prices at terminal markets (1935-39=100) advanced 0.6 per cent to 211.6 from December's 210.3, reflecting gains in both eastern and western indexes. The field products index rose 1 per cent to 166.0 from 164.4 as higher quotations for eastern potatoes, hay and peas and western rye more than offset lower prices for western potatoes and flax, and eastern wheat, oats, rye and corn. Animal product index recorded a rise of 0.4 per cent to 257.2 from 256.2; most livestock prices registered gains but steers were off slightly. Prices were also higher for fluid milk, eastern cheesemilk and western butterfat, but lower for eggs and eastern poultry.

The residential building material index (1935-39=100) rose 0.2 per cent to 293.3 from 292.7, reflecting increased quotations for some lumber items and cement. Lower prices for electrical wire and shellac con-

tributed to small losses in the electrical equipment and paint and glass groups.

The non-residential building index (1949=100) also rose in January to 130.0 from 129.6 as scattered increases affected several groups, including tile, blocks, brick and stone, cement, sand and gravel, and hardware. Indexes for the lumber and electrical equipment and material groups were fractionally lower.

U.S. Consumer Price Index, January 1957

The United States consumer price index (1947-49=100) registered its fifth monthly increase in a row between mid-December and mid-January to reach yet another high. It rose 0.2 per cent from 118 to 118.2, which is 3.1 per cent higher than the index for January 1956.

The average index for 1956 was 116.2.

The January food index dropped 0.1 per cent, to 112.8, and the clothing index dropped 0.6 per cent to 106.4; but every other group index increased.

U.K. Index of Retail Prices, November 1956

The United Kingdom index of retail prices (Jan. 17, 1956=100) rose to 103.1, a new high, between mid-October and mid-November 1956. The mid-October index was 102.7.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

List No. 103.

Annuities

1. CANADA. DEPARTMENT OF LABOUR. ANNUITIES BRANCH. *Canadian Government Annuities*. Ottawa, Queen's Printer, 1956. Pp. 15.

2. EDITORIAL RESEARCH REPORTS. *Old-Age Annuities in Time of Inflation*, by Martin Packman. Washington, 1956. Pp. 691-708.

Discusses variable-yield insurance plans whereby the policyholders' premiums are invested in common stocks and retirement annuities move up or down in accordance with the yield from the securities.

Automation

3. CLAGUE, EWAN. *How Necessary is Automation to America?* Washington, U.S. Bureau of Labor Statistics, 1955. Pp. 15.

The author concludes that automation will result in a greater need for well-educated, highly-trained people; will create new jobs requiring new skills; will require more vocational guidance for young people; and, will require special provisions for workers, particularly older workers, who are displaced by automation.

4. EINZIG, PAUL. *The Economic Consequence of Automation*. London, Secker & Warburg, 1956. Pp. 226.

Partial Contents: What is Automation? Limits of Automation. Automation Economics? Must Automation Bring Unemployment? Monetary Policy in the Automatic Age. Wages Policy. How Underdeveloped Countries are effected. The Impact of Automation on National Defence. Advantages of Automation. What is there to be done?

5. HUGH-JONES, EDWARD MAURICE, ed. *The Push-Button World; Automation Today*. Norman, University of Oklahoma Press, 1956. Pp. 158.

Contents: 1. Introduction, by the Earl of Halsbury. 2. The Scientific Basis, by R. H. Macmillan. 3. Automation in Engineering Production, by Frank G. Woppard. 4. The Trade Union Approach to Automation, by H. R. Nicholas. 5. Administrative Applications of Automation, by W. R. Spencer. 6. Social Aspects of Automation, by Michael Argyle. 7. A Summing-up, by E. M. Hugh-Jones.

6. LEWIS, RICHARD H. *Effects of Automation on the Occupational Structure*. Paper delivered...before the Annual Meeting of the American Statistical Association, New York City, December 29, 1955. Washington, U.S. Bureau of Labor Statistics, 1956. Pp. 15.

The author discusses some types of automation and the place of automation in the economy and its possible effects on employment.

7. STEWART, CHARLES DAVID. *Implications of Technological Progress*. (An Address) before the Fifteenth Annual Conference of the Canadian Association of Administrators of Labour Legislation, Fredericton, New Brunswick, October 3, 1956. Washington, U.S. Dept. of Labor, 1956. Pp. 16.

A discussion about automation.

8. U.S. BUREAU OF LABOR STATISTICS. *Studies of Automatic Technology; a Case Study of a Large Mechanized Bakery*. Washington, 1956. Pp. 26.

"This study describes the introduction of more automatic production methods at a large perishable goods bakery, indicates some of the effects of the changes on employment, productivity, and working conditions and outlines some of the problems and the methods of adjustment adopted by management and labor."

Canada at Work Broadcasts

The following broadcasts were made in 1956 and published by the Department of Labour, Canada.

9. ADAMSON, GORDON SINCLAIR. *The Architectural Profession*. Pp. 4.

10. BLACKBURN, GEORGE G. *The Problem of Winter Employment in Canada and what is being done to solve it*. Pp. 4.

11. CAMPBELL, IAN. *Canada's Federal-Provincial Program for the Rehabilitation of Disabled Civilians*. Pp. 3.

12. GREGG, MILTON FOWLER. *The Position of Organized Labour*. Pp. 3.

13. HAYTHORNE, GEORGE V. *Winter Employment Program.* Pp. 4.

14. LUCAS, RHONA. *Rehabilitation of the Disabled.* Pp. 4.

The author, who is secretary of the Committee for the Guidance of the Handicapped of Greater Vancouver, tells about the work of the Committee.

15. MACKENZIE, BRUCE. *The Social Aspects of the Rehabilitation of the Disabled.* Pp. 3.

16. ROBINSON, E. W. *Frontier College.* Pp. 4.

The author is principal of Frontier College.

17. ROYCE, MARION. *Equal Pay for Equal Work.* Pp. 3.

18. THOMSON, WILLIAM. *Planning to increase Winter Employment.* Pp. 4.

Civil Service

19. CITIZENS RESEARCH INSTITUTE OF CANADA. *The Work of the Provincial Civil Service Commissions.* Toronto, 1956. Pp. 6.

20. U.S. CONGRESS. HOUSE. COMMITTEE ON POST OFFICE AND CIVIL SERVICE. *Study of Manpower Management in the Federal Government; Preliminary Report.* Washington, G.P.O., 1956. Pp. 77.

The Subcommittee on Manpower Utilization and Departmental Personnel Management looked into the matter of cutting down on the hiring of more civil servants and of better utilizing the available staff.

Employees-Training

21. NATIONAL INSTITUTE OF INDUSTRIAL PSYCHOLOGY, LONDON. *Training Factory Workers; a Report on a Survey of the Training of Semi-Skilled and Unskilled Workers in the United Kingdom carried out under Project 179 of the European Productivity Agency.* London, Staples Press, 1956. Pp. 127.

Analyzes organization and methods of training in two hundred factories which vary in size from 30 to 17,000 employees. Discusses responsibility for training, who gives training, where it is given, the training of instructors, and records of trainee's progress.

22. UNITED STEELWORKERS OF AMERICA. *Training Workers in the Steel and Aluminum Industries.* Pittsburgh, 1956. Pp. 20.

This manual explains how to set up and maintain an apprenticeship program. It explains apprenticeship training and lists nine basic standards which must be included in any program that is acceptable to the United Steelworkers of America.

Executive Ability

23. RIEGEL, JOHN WALLACE. *Executive Development; a Survey of Experience in Fifty American Corporations.* Ann Arbor, Bureau of Industrial Relations, University of Michigan, c1952. Pp. 369.

"Outlines policies and tested practices for the training and development of key men in business."

24. VOLLMER, HOWARD M. *Identifying Potential Supervisors; the Attitudes of Different Types of Ordnance Employees on the Characteristics of Successful First-Level Supervisors,* by Howard M. Vollmer and Jack A. Kinney. Iowa City, Bureau of Labor and Management, College of Commerce, State University of Iowa, 1955. Pp. 48.

This report is a condensation of the findings of the first phase of a Supervisor Selection Research Project in the Ordnance Corps of the Department of the Army. The first phase was concerned with analyzing the requirements for first-level supervisors in the many various occupational categories found in Ordnance installations.

Fringe Benefits

25. BORTZ, NELSON MARKLEY. *Measuring Fringe Benefit Expenditures.* (An Address) before Collective Bargaining Conference, American Management Association, Drake Hotel, Chicago, May 15, 1956. Washington, U.S. Bureau of Labor Statistics, 1956. Pp. 17.

The author, who is Acting Chief of the Division of Wages and Industrial Relations of the U.S. Bureau of Labor Statistics, discusses a few of the problems which arise in considering what is a fringe benefit.

26. CHAMBER OF COMMERCE OF THE UNITED STATES OF AMERICA. ECONOMIC RESEARCH DEPARTMENT. *Fringe Benefits,* 1955. Washington, 1956. Pp. 40.

Based on the response of 1,000 employers to a questionnaire. The findings revealed, among other things, that the average payment in 1955 was 20.3 per cent of payroll, 39.2 cents per payroll hour, or \$819 a year for each employee.

Human Relations

27. IOWA UNIVERSITY. BUREAU OF LABOR AND MANAGEMENT. *Development of the Individual in Business and Industry; a Symposium.* Iowa City, 1956. Pp. 32.

Contents: Human Relations, its Challenge in Manpower Development for Business and Industry. Individualizing Training in Business. Motivation, Indoctrination, and Upgrading of New Employees. Self-Development through Self-Analysis. Training in Creative Thinking. Training in Management Problem Solving. Unleashing the Individual.

28. RIEGEL, JOHN WALLACE. *Employee Interest in Company Success*. Ann Arbor, Bureau of Industrial Relations, University of Michigan, 1956. Pp. 302.

Deals with the relationship between management and employees in eight companies.

Contents: Reasons for Employee Interest in Company Success. The Employees' Opinions of their Opportunities to Contribute to the Success of Their Companies. How Employee Interest Can Benefit a Company. Characteristics related to Interest. Actions and Conditions which had Stimulated or Reduced Interest. Conversations and Messages which can Stimulate Interest.

Industrial Disputes

29. CARROTHERS, ALFRED WILLIAM ROOKE. *A Study of the Operation of the Injunction in Labour-Management Disputes in British Columbia, 1946-1955, With Particular Reference to the Law of Picketing*. Toronto, CCH Canadian Limited, 1956. Pp. 276.

Partial Contents: The Injunction, Enforcement of the Injunction—Contempt of Court. A Study in the Law of Picketing. The Incidence of the Injunction in Labour-Management Disputes in British Columbia, 1946-1955. The Operation of the Labour Injunction: Critique and Summary.

30. GREAT BRITAIN. COURT OF INQUIRY INTO THE CAUSES AND CIRCUMSTANCES OF A DISPUTE BETWEEN THE IRON AND STEEL TRADES EMPLOYEES' ASSOCIATION AND THE NATIONAL JOINT TRADE UNION'S CRAFTSMEN'S IRON AND STEEL COMMITTEE. *Report*. London, H.M.S.O., 1956. Pp. 22.

The dispute arose over wages and the cancellation of the National Procedure Agreement between the two parties.

31. GREAT BRITAIN. MINISTRY OF LABOUR AND NATIONAL SERVICE. COMMITTEE APPOINTED OF 27th JULY, 1955, TO INQUIRE INTO THE OPERATION OF THE DOCK WORKERS (REGULATION OF EMPLOYMENT) SCHEME, 1947. *Port Transport Industry; Report*. London, H.M.S.O., 1956. Pp. 63.

Among other things, The Dock Workers (Regulation of Employment) Scheme provides for the National Dock Labour Board on which both sides of the longshoring industry are represented. The Committee looked into some suggested amendments to the Scheme.

Job Analysis and Specification

32. BENGE, EUGENE JACKSON. *Compensating Employees, including a Manual of Procedures on Job Evaluation and Merit Rating*. Rev. and enl. ed. New London, Conn., National Foremen's Institute, 1953. Pp. 93.

Consists of three sections: Job Evaluation, Merit Rating, and Incentive Pay.

33. FRYKLUND, VERNE CHARLES. *Analysis Technique for Instructors*. Rev. ed. Milwaukee, Bruce Pub. Co., 1956. Pp. 179.

Analysis technique "is a technique by means of which the essential elements of an occupation, or any part of an occupation or activity, are identified and listed for instructional purposes".

Labour Organization

34. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. INDUSTRIAL UNION DEPARTMENT. *The Industrial Union Department*. Washington, 1956. Pp. 14.

35. CANADIAN LABOUR CONGRESS. *CLC Farmer Labour Program; a Farm Fair Project for 1956*. Ottawa, 1956. Pp. 7.

The proposed farmer-labour program provides for the establishment of a "Farmer Meet Labour Tent" at farm fairs during the summer so that labour men and farmers can discuss their common objectives in the social and economic fields.

36. CHAMBER OF COMMERCE OF THE UNITED STATES OF AMERICA. *The Right to work vs. the Union Shop*. Washington, 1955. Pp. 7.

Deals with the question of open and closed shop.

37. CONFÉDÉRATION DES TRAVAILLEURS CATHOLIQUES DU CANADA. *Procès-Verbal, Trente-cinquième Session du Congrès de la C.T.C.C.*, Montreal, 1956. Quebec, 1956. Pp. 299.

38. CONGRESS OF INDUSTRIAL ORGANIZATIONS. DEPARTMENT OF EDUCATION AND RESEARCH. *The Shop Steward; Key to a Strong Union*. Washington, 1955. Pp. 56.

This booklet tells the shop steward how to build up the union's membership, how to settle grievances, how to enforce the contract, etc. A glossary of terms useful for shop stewards is included.

39. FLEISCHMAN, HARRY. *Security, Civil Liberties and Unions*, by Harry Fleischman, Joyce Lewis Kornbluh and Benjamin D. Segal. Washington, American Federation of Labor and Congress of Industrial Organizations, 1956. Pp. 52.

Describes union action in defending workers unjustly accused as security risks.

40. KENNEDY, DOUGLAS ROSS. *The Knights of Labor in Canada*. London, University of Western Ontario, 1956. Pp. 127.

The Knights of Labor were active in Canada from 1881 till the early 1900's. The organization was concentrated in Ontario, Quebec and Manitoba.

41. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Unionization among American Engineers*, by James J. Bambrick, Albert A. Blum, and Hermine Zagat. New York, 1956. Pp. 72.

Some of the reasons given by engineers for joining unions are: dissatisfaction about professional status, salary dissatisfaction, no personal relationship between the individual engineer and his employer, no distinguishing job title, lack of planned training and promotion, lack of proper grievance procedures, a feeling of job insecurity. Most of the unionized engineers belong to firms in the aircraft, electrical, oil, and public utility industries.

42. SAYRE, J. WOODROW. *Labor and the Government; Changing Government Policies toward Labor Unions*, by J. Woodrow Sayre and Robert E. Rowland. Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1956. Pp. 32.

Traces the relations in the U.S. between the Government and Labour during the 19th and 20th centuries. Discusses the American legislation dealing with labour organization.

43. SWEENEY, VINCENT D. *The United Steelworkers of America; Twenty Years Later, 1936-1956*. Pittsburgh, 1956. Pp. 239.

A history of the United Steelworkers of America from its inception up to July 1956.

Labcuring Classes

44. CONFERENCE ON LABOR, NEW YORK UNIVERSITY. 9th, 1956. *Proceedings*. Albany, Matthew Bender & Co., 1956. Pp. 416.

Conference held June 6, 7 and 8, 1956. Some of the topics discussed at the conference were: pension plans, employees' benefit plans, supplemental unemployment benefit plans, and grievance procedures.

45. EDMONTON. DISTRICT PLANNING COMMISSION. *The Journey to Work in the Metropolitan Area of Edmonton*. Edmonton, 1953. Pp. 27.

46. GREAT BRITAIN. MINISTRY OF LABOUR AND NATIONAL SERVICE. *Staffing and Organization of the Factory Inspectorate*. London, H.M.S.O., 1956. Pp. 48.

This White Paper contains the result of a survey of the Factory Inspectorate of the Ministry of Labour and National Service by a Departmental Working Party, and reports the decisions reached by the Minister which are being carried out.

47. HEPPLE, ALEX. *The African Worker in South Africa; a Study of Trade Unionism*. London, 1956? Pp. 36.

The author is leader of the Labour Party in the South African Parliament and has represented labour interests in the Transvaal Provincial Council and in Parliament for 15 years.

48. KAMMHLZ, THEOPHIL CARL. *The Role of the National Labor Relations Board in the Management-Labor Relationship today*. Address before the Second Annual Labor-Management Institute, the University of Toledo, Toledo, Ohio. Washington, U.S. National Labor Relations Board, 1956. Pp. 21.

49. U.S. BUREAU OF LABOR STANDARDS. *Safety Subjects*. Rev. ed. Washington, G.P.O., 1956. Pp. 280.

Partial Contents: Development of the Industrial Safety Movement. Accident Causes. Safety a Responsibility of Management. Safety Organization. Plant Inspection. Job Safety Analysis. Accident Investigation. Plant Housekeeping. Handling Materials. Common Explosion Hazards. Fire Prevention and Protection. Lighting and Color. Personal Protective Equipment.

50. U.S. DEPARTMENT OF LABOR. *The United States Department of Labor and What It does*. Washington, G.P.O., 1956. Pp. 20.

Occupations

51. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Canadian Occupations Monographs*. Ottawa, Queen's Printer, 1955. 2 Pamphlets. Contents: No. 37. Draughtsman. Pp. 19. No. 38. Welder. Pp. 15.

Office Management

52. AMERICAN MANAGEMENT ASSOCIATION. *Establishing an Integrated Data-Processing System; Blueprint for a Company Program*. New York, 1956. Pp. 183.

Integrated data processing means a co-ordinated and uninterrupted flow of essential information needed by management for making decisions, controlling operations and planning. This book describes data-processing machines in industry.

53. AMERICAN MANAGEMENT ASSOCIATION. *Organizing for Effective Systems Planning and Control*. New York, 1956. Pp. 192.

Describes the growth in industry of systems departments which oversee the execution and control of company policy. Outlines experience in the following companies: Shell Oil, Lockheed Aircraft Corporation, and Cleveland Electric Illuminating Company.

54. U.S. CIVIL SERVICE COMMISSION. *How to conserve Stenographic and Typing Skills; a Handbook for Supervisors*. Washington, G.P.O., 1956. Pp. 10.

Suggests an 8-Point Program for utilizing stenographic and typing personnel as follows: Conserve Energy; Conserve Time; Simplify Procedures; Use Skills to Advantage; Explain the Work; Keep Skills in Line with Those required by the Job; Dictate Effectively; Co-operate with Others.

Older Workers

55. ANGEL, JUVENAL LONDONO. *Occupations for Men and Women after 45*. 2d ed rev. and enl. New York, World Trade Academy Press, 1956. Pp. 177.

Partial Contents: The Uphill Road in Finding Employment. Occupational Work-Sheet and Résumé for Workers over 45. Selected Positions for Men and Women according to Occupational Aptitudes. Job Classifications of 2,000 Leading Employers. Description of 125 Occupations: the Most Common Jobs open to Men and Women after 45. Make Your Own Job by Setting up Your Own Business. The Possibility of Part-Time Employment. Counseling and training Middle Age Workers.

56. U.S. BUREAU OF LABOR STATISTICS. *Summary of the Bulletin on Status of the Older Workers under Collective Bargaining Agreements*. Washington, 1956. Pp. 4.

Professional Workers

57. CONFERENCE ON CANADA'S CRISIS IN HIGHER EDUCATION, OTTAWA, 1956. *Papers presented at the Conference, November 12th, 13th and 14th, 1956*. Ottawa? National Conference of Canadian Universities, 1956. 14 parts.

Contents: Academic Failures, by T. H. Matthews. The Changing Pattern of Higher Education in French Canada, by Leon Lortie. Educational Structure: the English-Canadian Universities, by Sidney E. Smith. Engineering Strength in Canada, by W. E. White. Government Support of Universities, Municipal, Provincial, Federal, by N. A. M. MacKenzie. Private and Corporate Support of Canadian Universities, by H. J. Somers. Problems in Securing Staff: the Social Sciences, by B. S. Keirstead. Problems of Securing Staff: the Physical and Natural Sciences, by P. R. Gendron. The Provision of Staff: The Humanities, by A. S. P. Woodhouse. The Responsibility of the University in the Training of Technologists and Scientists, by E. W. R. Steacie. The Role of the Humanities and Social Sciences in the Training of Scientists and Technologists, by John Ely Burchard. Salaries and Related Conditions of Employment in Canadian Universities, by Vernon C. Fowke. A Statistical Approach to Canada's Crisis in Higher Education, by C. T. Bissell. Who Goes to University, by R. W. B. Jackson and W. G. Fleming.

58. EDUCATIONAL POLICIES COMMISSION. *Manpower and Education*. Washington, 1956. Pp. 128.

To alleviate the shortage of trained manpower, the Educational Policies Commission recommends:

1. More effective education for a larger part of the population;
2. More attention by schools and colleges to courses of study designed to train highly skilled workers and technicians;
3. More effective guidance and counselling programs;
4. The education of all young people to the highest level of their abilities;
5. Recruitment of qualified teachers.

59. LEWIS, ROY. *Professional People in England*, by Roy Lewis and Angus Maude. Cambridge, Harvard University Press, 1953. Pp. 284.

The authors discuss the following points, among others: What is a profession? The economics of professional services, professional people in business, the socialized professions in Great Britain, the cost of professional training and the salaries paid, and the prospect for the professional worker.

60. NATIONAL CONFERENCE ON ENGINEERING, SCIENTIFIC AND TECHNICAL MANPOWER, ST. ANDREWS-BY-THE SEA, N.B., 1956. *Proceedings*. Toronto? A.V. Roe Canada Limited? 1956. Pp. 48. Conference held September 9th to 11th, 1956.

Brief to the National Conference. Toronto? A.V. Roe Canada Limited? 1956. 1 Volume (various pagings).

The conference was called for the following purposes: To discuss the manpower shortage in the fields of science and engineering in Canada and to suggest remedies; To consider how higher education in Canada affects economic and industrial development with special reference to scientists, engineers and technicians; To analyze the problems resulting from an increase in enrolment in higher education and to suggest some solutions.

61. POLITICAL AND ECONOMIC PLANNING. *Graduate Employment, a Sample Survey*. London, PEP and Allen & Unwin, 1956. Pp. 300.

Reports the results of a sample survey conducted by PEP among men who graduated in arts, science and technology in 1950 to find out what employment they entered and to trace their careers from 1950 till the fall of 1954.

62. U.S. CONGRESS. JOINT COMMITTEE ON ATOMIC ENERGY. *Energy and Scientific Manpower in the United States, Western Europe and Soviet Russia*. Washington, G.P.O., 1956. Pp. 85.

Covers the following points:

1. present availability of engineers and scientists;
2. the people already in these

professions; 3. the numbers who are graduating from universities and colleges; 4. characteristics of the educational preparation in the various countries; and 5. the extent to which high schools and other secondary schools are preparing students for university work necessary for careers in engineering and science.

Wages, Annual

63. CHRYSLER CORPORATION. *Your Guide to the Supplemental Unemployment Benefit Plan*. Detroit, 1956? Pp. 17.

64. FORD MOTOR COMPANY. *Supplemental Unemployment Benefit Plan*. Detroit, 1956. Pp. 18.

65. GENERAL MOTORS CORPORATION. *How the New SUB Plan will apply at GM; State Unemployment Benefits plus Supplemental Unemployment Benefits*. Detroit? 1956. Pp. 16.

66. WICKERSHAM, EDWARD DEAN. *Supplemental Unemployment Benefits; Legislative Implications of Some Recent Unemployment Benefits Agreements*. Iowa City, Bureau of Labor and Management, College of Commerce, State University of Iowa, 1956. Pp. 23.

In this study the author "examines the major Supplemental Unemployment Benefit plans, discusses current legislative considerations, explores the long-term social questions involved, and explains why the time is opportune for a complete re-evaluation of the Unemployment Compensation system." Cf. Preface.

Wages and Hours

67. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Wage Rates and Hours of Labour in Canada*. Annual Report No. 38, October 1955. Ottawa, Queen's Printer, 1956. Pp. 257.

68. GILMOUR, ROBERT W. *Industrial Wage and Salary Control*. New York, Wiley, 1956. Pp. 261.

Partial Contents: Planning a Job Analysis and Evaluation Program. Analysis of Job Content. Evaluation of Jobs and the Preparation of Specifications. Establishment of Administrative Controls. Installation of the New Job Classification System. Administration of the Job Classification System.

69. U.S. CONGRESS. HOUSE. COMMITTEE ON EDUCATION AND LABOR. *Amending the Fair Labor Standards Act to make the Minimum Wage \$1 an Hour effective March 1, 1956; Report to accompany H.R. 7214*. Washington, 1956. Pp. 3.

70. YOUTSLER, JAMES S. *Labor's Wage Policies in the Twentieth Century*. New York, Twayne, 1956. Pp. 344.

Contents: A Survey and Critique of Wage Theories. Labor's Wage Demands 1900-1930. Labor's Wage Demands 1930-1953. A Sampling of Wage Policies of AFL and CIO Affiliated Unions. Implications of the Guaranteed Wage.

Women - Employment

71. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Report on Women in Science and Engineering*. September 1956. Ottawa, 1956. Pp. 10.

72. INTERNATIONAL FEDERATION OF UNIONS OF EMPLOYEES IN PUBLIC AND CIVIL SERVICES. *Nurses' Conditions of Work; Report submitted by the Secretariat to the International Conference of Health Service Workers, Stockholm, 20 to 23 August, 1956*. London, 1956. Pp. 57.

Deals with such topics as hours of work, salaries, recruitment and training, holidays with pay, pensions and health protection.

Miscellaneous

73. ADULT EDUCATION ASSOCIATION. COUNCIL OF NATIONAL ORGANIZATIONS. *Ten Checkpoints for Better Booklets*. New York, 1956. Pp. 27.

The ten checkpoints are: "1. What's your aim? 2. Who's your reader? 3. What does the reader think? 4. How will it get to reader? 5. Are your facts straight? 6. Are your suggestions workable? 7. Do you talk the reader's language? 8. How will your booklet look? 9. Will the reader react as planned? 10. What's your score?"

74. AMERICAN MANAGEMENT ASSOCIATION. *Essentials of Machinery Procurement and Development*. New York, 1956. Pp. 71.

This report tries "to cover the basic aspects of machinery acquisition, the factors that contribute to successful planning of such a program. These include: considerations of a financial and tax nature; the contractual safeguards that are necessary in procurement; the problems encountered in a diversified plant; the effective use of a limited budget for new equipment; and an over-all view of a procurement program in a large company (Merck Sharp & Dohme)."

75. CENTRAL MORTGAGE AND HOUSING CORPORATION. *Apartment Building Standards. Minimum Requirements for Planning, Construction and Materials for Buildings upon which Loans are made under the National Housing Act, 1954*. Ottawa, 1956. Pp. 138.

76. GREAT BRITAIN. COMMITTEE OF INQUIRY ON THE REHABILITATION, TRAINING AND RESETTLEMENT OF DISABLED PERSONS. *Report*, London, H.M.S.O., 1956. Pp. 126.

The Committee's terms of reference were: "To review in all its aspects the existing provision for the rehabilitation, training and resettlement of disabled persons, full regard

being had to the need for the utmost economy in the Government's contribution, and to make recommendations."

77. HAYTHORNE, GEORGE V. *Productivity and Labour Efficiency in the Atlantic Region*. Statement and Supporting Data, Panel Discussion on "Investment, Energy and Productivity", Atlantic Provinces' Economic Council Seminar, University of New Brunswick, September 14-16, 1955. Ottawa, 1955? Pp. 27.

78. INDIA. PLANNING COMMISSION. *Second Five Year Plan*. New Delhi, 1956. Pp. 653.

The Second Five Year Plan "seeks to rebuild rural India, to lay the foundations of industrial progress, and to secure... opportunities for weaker and under-privileged sections of the country and the balanced development of all parts of the country".

79. INTERNATIONAL LABOUR OFFICE. *Protection and Integration of Indigenous and Other Tribal and Semi-Tribal Populations in Independent Countries*. Sixth Item on the Agenda. Part 1. Geneva, 1956. Pp. 58.

At head of title: Report 6(1). International Labour Conference. 40th session, 1957.

This report transmits to member governments for their comments or amendments texts of a proposed convention and of a proposed recommendation based on conclusions adopted at the 39th session of the International Labour Conference.

80. GREAT BRITAIN. BOARD OF TRADE. *The Commonwealth and the Sterling Area*. Statistical Abstract No. 76, 1955. London, H.M.S.O., 1956. Pp. 334.

81. MCGILL, DAN MAYS, ed. *Pensions: Problems and Trends*. Homewood, Ill., Published for the S.S. Huebner Foundation for Insurance Education, University of Pennsylvania, by R. D. Irwin, 1955. Pp. 211.

Partial Contents: Public and Private Pension Plans, by Dan M. McGill. Impact of Tax Policy on Private Pensions, by William N. Haddad. Pensions—Meeting Price Level Changes, by William C. Greenough. Characteristics of Insured Pension Plans, by Frederick P. Perkins. Characteristics of Trusted Pension Plans, by Kenneth H. Ross. Preparation for Life after Retirement, by Robert L. B. Roessle.

82. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Public Relations in Industry*, by John H. Watson. New York, c1956. Pp. 80.

Contents: Public Relations Policy. Place in Company Organization. Organization of the Department. Operating Methods. Assistance from outside the Company. Budgeting and Accounting. Public Relations Personnel. Includes case studies of 17 companies in United States and Canada.

83. U.S. MUNITIONS BOARD. *Stockpile Report to the Congress, January-June 1956*. Washington, 1956. Pp. 20.

Plumbers Publish Guide To Fund Administration

A set of recommendations to guide union trustees in administering health and welfare funds has been published by the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry. The union has 760 locals and more than 240,000 members in the United States and Canada.

Health and welfare funds are "set up by the choice of our members when they bargain for special benefit payments in preference to an increase in the pay envelope," explained the union's President, Peter T. Schoemann. "We must take every precaution to see that their money is protected and that they get their full money's worth in benefits."

The recommendations cover four aspects of health and welfare fund management: benefit standards, administration, eligibility standards, and contributions.

The union estimates that about half its members are now covered by such funds, with employer contributions totalling \$20 million annually.

Winnipeg LMPC Subject Of Magazine Article

For the second time in the past few months, the labour-management committee at John Wood Limited, Winnipeg, has drawn the attention of an industrial publication. Earlier, *Plant Administration* printed a lengthy article on the work of this committee, and now *Western Manufacturing* has also told the story of labour-management co-operation in this plant. The article describes the working of the six-man labour-management committee at John Wood and tells how the committee operates. In assessing the work of the committee the article said: "John Wood Company, Limited, has been successful because it has emphasized the human element."

Since the first of this year, workers employed in businesses with two employees have been covered by the New York State unemployment insurance law. About 200,000 workers are affected by the change.

The extension of the law's coverage is part of a step-down program. Last year businesses with three employees came under the law.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED DECEMBER 15, 1956

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

—	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,741	102	424	1,615	2,140	983	477
Agricultural.....	684	*	39	144	187	290	22
Non-Agricultural.....	5,057	100	385	1,471	1,953	693	455
Males.....	4,353	84	329	1,252	1,559	770	359
Agricultural.....	659	*	38	142	177	279	21
Non-Agricultural.....	3,694	82	291	1,110	1,382	491	338
Females.....	1,388	18	95	363	581	213	118
Agricultural.....	25	*	*	*	10	11	*
Non-Agricultural.....	1,363	18	94	361	571	202	117
All Ages.....	5,741	102	424	1,615	2,140	983	477
14—19 years.....	546	13	39	199	178	84	33
20—24 years.....	722	15	56	232	248	124	47
25—44 years.....	2,650	46	187	740	992	460	225
45—64 years.....	1,599	25	122	399	627	274	152
65 years and over.....	224	*	20	45	95	41	20
<i>Persons with Jobs</i>							
All status groups.....	5,555	94	398	1,543	2,097	961	462
Males.....	4,185	77	305	1,186	1,521	750	346
Females.....	1,370	17	93	357	576	211	116
Agricultural.....	680	*	39	143	185	290	21
Non-Agricultural.....	4,875	92	359	1,400	1,912	671	441
Paid Workers.....	4,458	83	318	1,274	1,773	611	399
Males.....	3,195	67	233	942	1,238	420	295
Females.....	1,263	16	85	332	535	191	104
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	186	*	26	72	43	22	15
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,074	159	466	1,452	1,595	936	466
Males.....	1,024	51	108	259	287	211	108
Females.....	4,050	108	358	1,193	1,308	725	358

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended December 15, 1956		Week Ended November 17, 1956		Week Ended December 10, 1955	
	Total	Seeking Full-Time Work (1)	Total	Seeking Full-Time Work (1)	Total	Seeking Full-Time Work (1)
Total looking for work.....	198	182	144	135	218	202
Without Jobs.....	186	171	135	127	200	185
Under 1 month.....	97	—	72	—	86	—
1—3 months.....	71	—	46	—	81	—
4—6 months.....	11	—	—	—	17	—
7—12 months.....	*	—	*	—	*	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	*	—	*	—
Worked.....	12	11	*	*	18	17
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	*	*	*	*	11	10

(1) To obtain number seeking part-time work, subtract figures in this column from these in the "Total" column.

* Less than 10,000.

B—Labour Income**TABLE B-1.—ESTIMATES OF LABOUR INCOME**

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transporta- tion, Communi- cation, Storage, Trade	Finance, Services, (including Govern- ment)	Supple- mentary Labour Income	Total
1949—Average.....	49	214	47	169	147	21	647
1950—Average.....	55	231	47	180	156	24	693
1951—Average.....	72	272	52	208	178	28	810
1952—Average.....	76	303	63	233	199	32	906
1953—Average.....	73	329	70	252	217	35	976
1954—Average.....	73	323	69	261	239	35	1,000
1955—Average.....	77	342	78	278	256	37	1,068
1956—Average.....	87	379	93	307	283	41	1,190
1955—December.....	85	357	78	293	265	39	1,117
1956—January.....	75	349	71	280	263	39	1,077
February.....	79	358	69	282	264	38	1,090
March.....	70	365	70	284	266	39	1,094
April.....	68	371	79	291	277	40	1,128
May.....	78	377	92	301	281	40	1,169
June.....	89	381	105	311	288	41	1,215
July.....	95	382	105	317	281	43	1,223
August.....	98	382	108	319	288	43	1,236
September.....	99	392	110	324	299	44	1,268
October.....	104	394	114	324	294	43	1,273
November.....	98	397	101	325	300	44	1,265
December.....	96	397	90	327	295	43	1,248

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At November 1, employers in the principal non-agricultural industries reported a total employment of 2,858,989.

TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	128.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1955—Nov. 1.....	118.2	171.4	144.3	61.97	112.8	166.5	146.8	64.54
Dec. 1.....	117.9	170.9	144.4	62.02	112.3	166.3	147.2	64.71
1956—Jan. 1.....	114.6	162.2	140.9	60.54	109.8	156.9	142.1	62.47
Feb. 1.....	112.3	164.0	145.3	62.43	110.2	164.0	147.9	65.05
Mar. 1.....	113.2	167.3	147.1	63.20	112.3	168.5	149.1	65.57
Apr. 1.....	113.5	168.4	147.6	63.43	113.4	171.2	150.1	66.02
May 1.....	115.2	172.3	148.8	63.93	114.1	174.2	151.7	66.70
June 1.....	119.7	179.0	148.8	63.93	115.4	175.6	151.1	66.46
July 1.....	124.2	187.6	150.3	64.56	118.0	180.6	152.1	66.89
Aug. 1.....	125.4	189.9	150.8	64.77	117.9	179.2	151.1	66.44
Sept. 1.....	125.7	191.0	151.3	65.01	118.0	180.1	151.7	66.71
Oct. 1.....	125.9	194.5	153.8	66.07	118.6	184.4	154.6	67.97
Nov. 1.....	126.0	195.2	154.1	66.22	118.5	185.8	155.8	68.52

¹Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Nov. 1 1956	Oct. 1 1956	Nov. 1 1955	Nov. 1 1956	Oct. 1 1956	Nov. 1 1955
(a) Provinces .						
Newfoundland.....	151.3	154.6	147.9	59.88	59.75	54.98
Prince Edward Island.....	126.6	127.3	129.9	48.48	47.93	44.56
Nova Scotia.....	105.5	104.6	99.1	52.89	53.88	50.96
New Brunswick.....	112.8	113.9	109.6	56.85	56.08	51.95
Quebec.....	126.5	126.1	119.4	63.79	63.49	59.50
Ontario.....	125.8	124.7	117.1	68.61	68.22	64.43
Manitoba.....	112.2	113.0	109.1	62.09	62.37	59.20
Saskatchewan.....	128.8	129.7	124.2	63.65	63.98	58.70
Alberta (including Northwest Territories).....	155.4	158.3	140.0	69.85	69.93	64.60
British Columbia (including Yukon).....	127.3	130.0	119.2	71.94	72.46	67.55
Canada.....	126.0	125.9	118.2	66.22	66.07	61.97
(b) Metropolitan Areas						
St. John's.....	132.1	136.4	127.6	48.43	48.81	45.64
Sydney.....	92.2	93.5	89.7	62.85	65.74	62.95
Halifax.....	119.5	119.3	113.6	51.45	51.91	49.45
Saint John.....	96.6	97.9	98.3	50.67	50.39	47.91
Quebec.....	117.1	117.1	112.3	55.12	54.69	52.01
Sherbrooke.....	112.6	108.8	106.4	56.09	56.22	52.57
Three Rivers.....	125.4	126.0	112.0	61.45	61.42	58.66
Drummondville.....	74.8	75.5	78.5	56.86	55.42	54.46
Montreal.....	124.9	124.9	117.7	64.59	64.38	60.93
Ottawa—Hull.....	123.6	122.9	117.5	59.74	59.75	57.51
Peterborough.....	110.9	108.6	96.4	72.40	71.31	65.87
Oshawa.....	174.4	152.0	79.5	79.58	68.27	67.50
Niagara Falls.....	135.4	145.8	127.5	73.26	69.00	68.07
St. Catharines.....	131.1	128.4	106.2	76.81	75.68	71.86
Toronto.....	131.8	130.2	124.6	69.30	68.84	65.50
Hamilton.....	116.5	115.2	111.0	72.25	71.90	67.56
Brantford.....	83.9	82.4	87.4	62.28	61.15	60.85
Galt.....	111.7	109.9	103.8	60.68	60.00	57.08
Kitchener.....	119.3	116.8	110.6	63.17	62.78	60.48
Sudbury.....	144.9	141.4	133.1	79.31	81.32	76.90
London.....	121.9	121.3	113.6	62.37	62.39	59.18
Sarnia.....	139.8	140.5	127.5	80.75	82.21	76.36
Windsor.....	104.5	96.2	109.7	70.06	73.55	70.07
Sault Ste. Marie.....	134.7	135.2	121.0	86.82	84.35	71.70
Ft. William—Pt. Arthur.....	115.6	117.2	113.7	68.49	67.53	64.06
Winnipeg.....	110.1	110.2	108.4	58.91	59.06	56.54
Regina.....	123.8	123.8	118.6	59.71	59.58	56.60
Saskatoon.....	126.9	129.0	124.8	57.69	57.45	55.82
Edmonton.....	186.1	185.6	166.8	66.52	67.75	60.91
Calgary.....	159.7	160.1	147.6	63.60	63.90	60.90
Vancouver.....	122.3	122.6	112.1	69.18	69.57	64.77
Victoria.....	122.9	126.9	119.3	61.79	61.32	60.53

TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Nov. 1 1956	Oct. 1 1956	Nov. 1 1955	Nov. 1 1956	Oct. 1 1956	Nov. 1 1955
Mining	127.0	126.5	116.6	79.67	80.30	75.92
Metal mining	131.8	131.0	120.6	82.36	82.75	78.52
Gold	75.2	75.2	79.8	71.36	70.88	69.77
Other metal	184.2	182.7	158.5	86.52	87.28	82.64
Fuels	112.9	111.9	103.5	77.95	79.67	74.50
Coal	67.2	66.2	68.3	62.17	63.45	64.13
Oil and natural gas	281.1	279.9	218.8	91.81	93.77	85.15
Non-metal	147.8	150.9	139.4	72.71	71.99	68.94
Manufacturing	118.5	118.6	112.8	68.52	67.97	64.54
Food and beverages	117.3	124.7	113.8	58.64	57.01	56.12
Meat products	126.6	126.7	122.4	69.61	66.07	66.79
Canned and preserved fruits and vegetables	136.7	207.2	132.5	44.88	44.38	42.62
Grain mill products	102.0	102.8	105.8	65.41	66.08	62.92
Bread and other bakery products	110.2	109.7	109.0	57.68	58.26	54.50
Biscuits and crackers	100.3	101.5	97.5	50.14	50.12	47.87
Distilled and malt liquors	119.6	114.2	113.7	74.67	74.25	70.67
Tobacco and tobacco products	81.6	82.7	81.4	64.43	64.02	61.63
Rubber products	117.8	117.1	115.8	71.52	69.69	66.99
Leather products	89.1	89.9	88.5	46.60	46.77	44.62
Boots and shoes (except rubber)	91.2	93.1	89.9	44.08	44.26	42.03
Textile products (except clothing)	87.2	86.1	87.9	55.10	54.47	52.97
Cotton yarn and broad woven goods	89.9	90.0	88.5	53.25	51.81	50.54
Woollen goods	74.5	75.2	74.9	52.38	52.23	51.06
Synthetic textiles and silk	82.5	80.5	88.7	62.05	61.41	58.68
Clothing (textile and fur)	94.9	94.7	95.3	45.21	45.48	42.53
Men's clothing	102.5	102.8	99.3	44.10	44.59	41.65
Women's clothing	94.6	95.6	95.0	46.04	47.00	41.88
Knit goods	80.2	78.7	84.7	45.09	44.65	44.02
Wood products	113.2	115.4	111.4	59.82	60.16	57.98
Saw and planing mills	114.8	118.7	114.7	61.38	61.73	59.56
Furniture	116.5	115.4	110.6	58.75	58.81	56.75
Other wood products	100.3	100.8	98.0	54.00	54.59	52.13
Paper products	126.4	127.5	121.7	80.89	81.18	76.62
Pulp and paper mills	128.7	130.7	123.9	86.98	87.13	82.23
Other paper products	120.6	119.6	116.4	64.99	65.29	62.05
Printing, publishing and allied industries	117.4	116.4	112.9	73.38	72.69	69.10
Iron and steel products	113.7	113.0	107.2	77.89	77.84	72.82
Agricultural implements	45.0	40.9	59.5	74.01	72.26	70.48
Fabricated and structural steel	157.1	156.2	132.4	79.84	80.60	74.61
*Hardware and tools	104.7	104.1	106.4	70.82	75.06	67.72
Heating and cooking appliances	109.4	112.8	104.8	68.45	68.53	64.39
Iron castings	108.6	109.0	103.7	74.26	74.74	74.20
Machinery mfg.	128.1	126.2	112.9	76.08	75.77	71.15
Primary iron and steel	126.1	127.1	114.9	88.98	87.88	79.37
Sheet metal products	118.9	118.5	113.8	73.26	74.30	69.66
Transportation equipment	143.2	136.0	124.2	76.47	75.36	71.11
Aircraft and parts	355.9	348.1	319.6	82.31	81.32	78.22
Motor vehicles	136.5	111.5	107.6	79.57	80.70	75.71
Motor vehicle parts and accessories	123.2	120.3	93.2	76.58	72.91	70.66
Railroad and rolling stock equipment	94.1	96.5	85.6	68.98	69.06	62.27
Shipbuilding and repairing	149.2	145.8	140.5	74.00	71.28	67.36
Non-ferrous metal products	136.3	137.4	129.4	77.03	77.05	74.15
Aluminum products	143.2	144.7	129.5	72.83	71.61	69.64
Brass and copper products	111.3	111.5	110.8	71.75	73.84	71.22
Smelting and refining	162.0	164.4	153.6	83.33	82.99	79.73
Electrical apparatus and supplies	159.3	156.3	144.4	74.57	74.23	69.70
Non-metallic mineral products	137.9	138.9	132.0	71.23	70.89	68.08
Clay products	116.3	118.0	114.8	66.35	66.48	64.56
Glass and glass products	135.5	136.1	128.8	67.59	66.19	65.73
Products of petroleum and coal	135.4	137.8	128.7	93.72	94.14	91.70
Chemical products	128.9	130.0	124.1	75.37	75.00	71.38
Medical and pharmaceutical preparations	117.6	116.8	112.8	68.37	68.88	65.91
Acids, alkalis and salts	136.3	137.6	126.8	85.55	84.39	80.23
Miscellaneous manufacturing industries	114.6	111.8	109.1	58.11	57.94	55.28
Construction	151.0	152.2	134.0	72.08	72.87	63.89
Building and structures	161.5	161.2	136.9	78.16	79.05	69.02
Building	167.7	166.4	140.3	77.46	77.94	68.49
Engineering work	134.3	138.6	122.5	81.98	84.85	71.64
Highways, bridges and streets	134.1	137.8	129.3	60.31	61.25	55.15
Service	127.2	129.0	117.9	43.80	43.33	41.48
Hotels and restaurants	121.8	125.1	112.3	36.81	36.39	35.51
Laundries and dry cleaning plants	112.5	113.2	106.8	39.75	39.67	38.86
Other service	165.3	163.3	152.3	64.31	64.07	58.79
Industrial composite	126.0	125.9	118.2	66.22	66.07	61.97

*The preceding bulletin showed the Sept. 1, 1956, index of employment for hardware and tools as 118.0 and average weekly wages and salaries as \$64.87. These figures should be 108.7 and \$70.40, respectively.

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics).
(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Dec. 1 1956	Nov. 1 1956	Dec. 1 1955	Dec. 1 1956	Nov. 1 1956	Dec. 1 1955
Newfoundland.....	42.1	41.2	39.4	147.3	148.5	144.7
Nova Scotia.....	40.8	40.9	40.8	134.7	132.8	129.1
New Brunswick.....	41.9	42.5	41.9	140.3	138.4	130.6
Quebec.....	42.9	43.0	43.0	139.9	139.5	131.6
Ontario.....	41.3	41.2	41.3	163.8	162.9	153.6
Manitoba.....	40.8	41.1	40.9	146.4	146.2	138.0
Saskatchewan.....	39.7	40.1	40.7	159.6	157.3	150.3
Alberta ¹	40.8	41.1	40.2	160.2	158.0	152.0
British Columbia ²	38.8	38.7	38.2	185.5	184.2	176.7

¹Includes Northwest Territories.

²Includes Yukon Territory.

Note: Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Dec. 1	Nov. 1	Dec. 1	Dec. 1	Nov. 1	Dec. 1	Dec. 1	Nov. 1	Dec. 1
	1956	1956	1955	1956	1956	1955	1956	1956	1955
Mining	43.3	42.5	44.2	179.0	177.3	165.2	77.51	75.35	73.02
Metal mining	43.4	42.6	44.8	187.0	185.3	170.4	81.16	78.94	76.34
Gold	44.1	43.1	46.3	157.5	155.8	140.2	69.46	67.15	64.91
Other metal	43.1	42.4	44.0	199.2	197.2	185.8	85.86	82.61	81.75
Fuels	42.6	41.6	43.0	168.9	167.7	158.9	71.95	69.76	68.33
Coal	40.9	40.5	42.2	150.8	149.9	150.9	61.68	60.71	63.68
Oil and natural gas	45.9	43.7	44.9	199.2	198.9	177.5	91.45	86.92	79.70
Non-metal	43.9	43.7	43.9	163.0	161.0	154.7	71.56	70.36	67.91
Manufacturing	41.6	41.6	41.6	155.5	154.7	146.1	64.69	64.36	60.78
Food and beverages	41.1	41.3	41.0	132.7	130.6	127.4	54.54	53.94	52.23
Meat products	40.6	41.0	40.9	164.3	163.3	153.7	66.71	66.95	62.86
Canned and preserved fruits and vegetables	40.0	38.8	37.9	104.1	101.2	105.0	41.64	39.27	39.80
Grain mill products	42.4	43.3	42.0	145.2	143.1	140.6	61.56	61.96	59.05
Bread and other bakery products	42.9	42.8	43.6	121.9	121.7	113.6	52.30	52.09	49.53
Distilled and malt liquors	40.4	41.2	41.5	168.6	167.4	161.8	68.11	68.97	67.15
Tobacco and tobacco products	40.0	40.1	40.8	132.5	148.7	132.8	53.00	59.63	54.18
Rubber products	42.3	42.4	41.9	160.8	161.6	150.4	68.02	68.52	63.02
Leather products	41.2	40.3	41.2	108.0	106.8	103.5	44.50	43.04	42.64
Boots and shoes (except rubber)	43.6	42.9	43.3	118.1	117.7	112.3	51.49	50.49	48.63
Textile products (except clothing)	42.5	41.3	42.2	120.4	120.1	112.6	51.17	49.60	47.52
Cotton yarn and broad woven goods	44.4	43.6	44.2	110.4	105.4	105.9	49.02	47.70	46.81
Woollen goods	45.2	45.3	44.9	124.3	125.2	118.4	56.18	56.72	53.16
Synthetic textiles and silk	39.2	39.7	39.0	103.1	103.2	97.2	40.42	40.97	37.91
Clothing (textile and fur)	38.6	39.2	37.8	103.1	103.0	96.4	39.80	40.38	36.44
Men's clothing	36.8	37.5	36.5	108.4	110.2	100.8	39.89	41.33	36.79
Women's clothing	41.7	41.7	42.2	99.9	99.3	96.6	41.60	41.41	40.77
Knit goods	42.0	42.3	42.0	136.9	136.1	130.6	57.50	57.57	54.85
Wood products	40.7	41.2	40.5	146.3	145.0	139.6	59.54	59.74	56.54
Saw and planing mills	44.6	44.8	44.7	125.9	125.0	119.3	56.15	56.00	53.33
Furniture	43.2	43.2	43.9	117.2	116.9	112.7	50.63	50.50	49.48
Other wood products	42.6	42.3	42.9	181.6	181.1	170.5	77.36	76.61	73.14
Paper products	42.7	42.3	42.9	195.5	194.8	183.4	83.48	82.40	78.68
Pulp and paper mills	42.2	42.3	42.8	140.6	140.1	132.6	59.33	59.26	56.75
Other paper products	42.2	42.3	42.8	140.6	140.1	132.6	59.33	59.26	56.75
Printing, publishing and allied industries	40.4	40.6	40.7	183.0	182.5	178.2	73.93	74.10	71.71
Iron and steel products	42.2	42.5	42.2	177.7	177.1	167.1	74.94	75.27	70.52
Agricultural implements	39.6	40.9	39.5	170.0	166.8	170.3	67.32	68.22	67.27
Fabricated and structural steel	42.3	40.7	41.5	176.9	176.3	165.6	74.82	71.75	68.72
Hardware and tools	42.6	42.4	42.5	158.4	158.3	151.0	67.48	67.12	64.18
Heating and cooking appliances	41.7	43.8	43.2	152.6	149.2	142.3	63.63	65.35	61.47
Iron castings	42.2	42.5	43.8	172.9	169.9	164.9	72.96	72.21	72.23
Machinery manufacturing	44.0	44.2	43.1	187.5	167.3	159.6	73.70	73.95	68.79
Primary iron and steel	41.2	42.1	41.3	206.0	206.3	188.7	84.87	86.85	77.93
Sheet metal products	40.9	41.6	41.6	167.5	168.4	158.3	58.51	57.05	65.85
Transportation equipment	41.2	40.6	40.6	179.0	178.5	168.3	73.75	72.47	67.52
Aircraft and parts	41.8	42.6	41.5	179.5	181.9	172.3	75.03	77.49	71.50
Motor vehicles	42.4	37.8	40.4	193.3	193.0	179.4	81.96	72.95	72.48
Motor vehicle parts and accessories	40.2	40.7	40.4	180.1	180.0	162.4	72.40	73.26	65.61
Railroad and rolling stock equipment	38.7	39.7	39.4	173.0	170.9	158.7	68.68	67.82	62.53
Shipbuilding and repairing	41.4	43.1	41.8	169.9	171.2	162.3	70.34	73.79	67.84
*Non-ferrous metal products	41.2	41.3	41.7	175.6	175.4	168.2	72.35	72.44	70.14
Aluminum products	41.2	41.5	42.1	151.5	149.5	145.2	62.42	62.04	61.13
Brass and copper products	42.3	41.7	43.3	181.8	161.6	156.6	68.44	67.39	67.81
Smelting and refining	40.9	41.1	41.1	191.6	192.1	183.4	78.36	78.95	75.38
Electrical apparatus and supplies	41.4	41.7	41.7	162.0	161.9	150.4	67.07	67.51	62.72
Heavy electrical machinery and equipment	42.1	42.0	41.4	178.7	180.2	168.3	75.23	75.68	69.68
Radios and radio parts	40.4	40.5	40.7	138.8	137.5	133.2	56.08	55.69	54.21
Batteries	41.7	41.6	43.8	161.4	158.1	152.1	67.30	65.77	66.6:
Refrigerators, vacuum cleaners and appliances	39.5	40.9	42.3	160.5	162.3	145.4	63.40	66.38	61.50
Miscellaneous electrical products	41.7	42.1	42.1	157.0	157.3	157.3	65.47	66.22	.....
Wire and cable	42.3	42.5	42.1	177.7	176.7	176.7	75.17	75.10	.....
*Non-metallic mineral products	43.7	44.0	43.6	156.3	154.8	147.7	68.30	68.11	64.40
Clay products	44.0	43.8	44.2	146.0	144.6	138.0	64.24	63.33	61.00
Glass and glass products	43.1	42.5	42.8	155.7	153.1	147.5	67.11	65.07	63.13
Products of petroleum and coal	39.9	39.6	41.9	211.0	208.9	198.5	84.19	82.72	83.17
Chemical products	41.2	41.2	41.3	163.6	162.4	154.2	67.40	66.91	63.68
Medicinal and pharmaceutical preparations	40.7	41.4	41.6	130.5	131.1	125.8	53.11	54.28	52.33
Acids, alkalis and salts	41.6	41.5	42.2	189.3	189.1	177.6	78.75	78.48	74.95
Miscellaneous manufacturing industries	42.1	42.3	42.2	124.4	122.9	117.9	52.37	51.99	49.75
* Durable goods	41.8	41.8	41.7	168.1	167.2	157.4	70.27	69.89	65.64
Non-durable goods	41.4	41.3	41.4	141.5	140.9	134.2	58.58	58.19	55.56
Construction	41.8	43.2	40.1	168.5	167.4	154.7	70.43	72.32	62.03
Buildings and structures	42.1	43.0	40.1	180.9	180.2	167.2	76.16	77.49	67.05
Highways, bridges and streets	41.1	43.7	40.1	137.3	137.1	126.7	56.43	59.91	50.81
Electric and motor transportation	44.6	44.4	44.7	154.3	154.6	146.9	68.82	68.64	65.66
Service	40.1	40.1	40.8	91.9	91.4	87.3	36.85	36.65	35.62
Hotels and restaurants	40.1	40.2	41.1	92.1	91.4	87.6	36.93	36.74	36.00
Laundries and dry cleaning plants	40.7	40.6	40.9	86.6	86.7	82.3	35.25	35.20	33.66

*Durable manufactured goods industries.

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Week Preceding:						
November 1, 1955.....	41.7	145.4	60.63	145.4	116.9	124.4
December 1, 1955.....	41.6	146.1	60.78	145.7	116.9	124.6
January 1, 1956.....	41.4*	147.5	61.07*	146.4	116.8	125.3
February 1, 1956.....	41.2	147.3	60.69	145.5	116.4	125.0
March 1, 1956.....	41.3	148.5	61.33	147.0	116.4	126.3
April 1, 1956.....	41.1	150.5	61.86	148.3	116.6	127.2
May 1, 1956.....	41.4	151.1	62.56	150.0	116.6	128.6
June 1, 1956.....	40.9	151.9	62.13	149.0	117.8	126.5
July 1, 1956.....	41.2	152.7	62.91	150.8	118.5	127.3
August 1, 1956.....	40.8	152.4	62.18	149.1	119.1	125.2
September 1, 1956.....	41.1	152.1	62.51	149.9	119.0	126.0
October 1, 1956.....	41.5	153.3	63.62	152.5	119.8	127.3
November (1) 1, 1956.....	41.6	154.7	64.36	154.3	120.3	128.3

NOTE:—Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average Weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for January 1, 1956 are 39.0 and \$57.53.

(1) Latest figures subject to revision.

CORRECTION

In Table C-5 appearing on page 235 of the February issue, the figure in the first column (average hours, Nov. 1, 1956) for the boot and shoe industry should be 39.5 and not 49.5.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(SOURCE: Form U.I.C. 757)

Period	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
February 1, 1951.....	24,983	10,795	35,778	231,826	68,220	300,046
February 1, 1952.....	14,957	8,736	23,693	275,814	87,011	362,825
February 1, 1953.....	12,235	13,264	25,499	317,723	73,213	390,936
February 1, 1954.....	8,406	9,575	17,981	439,633	103,112	542,745
February 1, 1955.....	8,276	8,604	16,880	483,380	117,651	601,031
February 1, 1956.....	18,180	12,992	31,172	396,642	107,850	504,492
March 1, 1956.....	20,559	14,299	34,858	418,909	107,927	526,836
April 1, 1956.....	23,010	15,668	38,678	428,221	104,745	532,966
May 1, 1956.....	35,698	19,913	55,611	313,750	89,239	402,989
June 1, 1956.....	44,157	22,612	66,769	160,642	68,697	229,339
July 1, 1956.....	40,016	22,292	62,308	116,849	72,618	189,467
August 1, 1956.....	38,195	19,636	57,831	105,417	69,272	174,689
September 1, 1956.....	39,324	22,039	61,363	101,718	60,377	162,095
October 1, 1956.....	40,726	21,827	62,553	97,699	59,502	157,201
November 1, 1956.....	31,997	17,154	49,151	108,703	65,017	173,720
December 1, 1956.....	27,634	16,442	44,076	171,326	74,709	246,035
January 1, 1957 (1).....	19,784	13,440	33,224	343,956	92,207	436,163
February 1, 1957 (1).....	18,117	12,376	30,493	447,210	112,994	560,204

* Current vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT
DECEMBER 31, 1956⁽¹⁾

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from		
				November 30, 1956	December 30, 1955	
Agriculture, Fishing, Trapping	469	120	589	+ 1	+ 159	
Forestry	6,667	28	6,695	- 1,883	+ 661	
Mining, Quarrying and Oil Wells	999	79	1,078	- 74	+ 440	
Metal Mining.....	598	9	607	- 27	+	353
Fuels.....	251	29	280	- 127	+	28
Non-Metal Mining.....	83	3	86	+ 56	+	47
Quarrying, Clay and Sand Pits.....	9	5	14	- 8	+	10
Prospecting.....	58	33	91	+ 32	+	2
Manufacturing	4,158	2,354	6,512	- 817	+ 347	
Foods and Beverages.....	309	136	445	+ 45	+	144
Tobacco and Tobacco Products.....	22	47	69	- 413	+	49
Rubber Products.....	46	14	60	- 7	-	4
Leather Products.....	67	152	219	+ 6	-	25
Textile Products (except clothing).....	171	165	336	- 21	+	101
Clothing (textile and fur).....	165	1,147	1,312	+ 16	+	118
Wood Products.....	317	55	372	- 204	+	76
Paper Products.....	169	50	219	- 22	+	44
Printing, Publishing and Allied Industries.....	147	89	236	- 30	-	15
Iron and Steel Products.....	881	145	1,026	- 15	+	214
Transportation Equipment.....	933	74	1,007	- 105	-	178
Non-Ferrous Metal Products.....	150	27	177	- 12	-	119
Electrical Apparatus and Supplies.....	388	82	470	- 35	-	122
Non-Metallic Mineral Products.....	77	19	96	- 10	-	22
Products of Petroleum and Coal.....	43	13	56	+ 3	+	20
Chemical Products.....	169	86	255	+ 16	+	54
Miscellaneous Manufacturing Industries.....	104	53	157	- 29	+	12
Construction	1,626	121	1,747	- 771	+ 410	
General Contractors.....	1,266	69	1,335	- 373	-	322
Special Trade Contractors.....	360	52	412	- 398	+	88
Transportation, Storage and Communication	737	331	1,068	- 313	+ 71	
Transportation.....	605	153	758	- 206	+	56
Storage.....	51	25	76	+ 8	+	34
Communication.....	81	153	234	- 115	-	19
Public Utility Operation	200	41	241	0	+	76
Trade	1,647	1,450	3,097	- 2,415	-	530
Wholesale.....	593	449	1,042	- 198	-	58
Retail.....	1,054	1,001	2,055	- 2,217	-	472
Finance, Insurance and Real Estate	621	799	1,420	- 37	+	53
Service	4,429	7,791	12,220	- 3,815	+	2,979
Community or Public Service.....	336	1,475	1,811	- 5	-	699
Government Service.....	2,930	513	3,443	- 3,312	+	1,752
Recreation Service.....	139	94	233	- 27	-	113
Business Service.....	667	332	999	+ 119	+	119
Personal Service.....	357	5,377	5,734	- 590	+	296
GRAND TOTAL	21,553	13,114	34,667	- 10,124	+	4,666

(1) Preliminary—subject to revision.
Current vacancies only. Deferred vacancies are excluded.

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT
BY OCCUPATION AND BY SEX AS AT JANUARY 3, 1957⁽¹⁾

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	2,853	936	3,789	4,855	1,411	6,266
Clerical workers.....	2,179	3,664	5,843	10,597	20,239	30,836
Sales workers.....	893	703	1,596	4,549	8,518	13,067
Personal and domestic service workers ..	636	6,044	6,680	29,941	15,821	45,762
Seamen.....	21	.....	21	4,259	20	4,279
Agriculture and fishing.....	503	9	512	4,053	541	4,594
Skilled and semiskilled workers.....	11,116	1,625	12,741	154,267	21,984	176,251
Food and kindred products (inc. tobacco).....	38	9	47	1,594	803	2,397
Textiles, clothing, etc.....	176	1,219	1,395	3,467	13,837	17,304
Lumber and lumber products.....	5,982	1	5,983	17,594	247	17,841
Pulp, paper (inc. printing).....	57	11	68	749	386	1,135
Leather and leather products.....	35	82	117	1,476	1,232	2,708
Stone, clay and glass products.....	14	5	19	635	87	722
Metalworking.....	957	13	970	11,599	990	12,589
Electrical.....	273	15	288	1,394	1,456	2,850
Transportation equipment.....	27	.....	27	1,386	28	1,414
Mining.....	414	.....	414	1,291	.....	1,291
Construction.....	662	.....	662	55,030	9	55,039
Transportation (except seamen).....	804	28	832	26,760	83	26,843
Communications and public utility.....	60	.....	60	721	3	724
Trade and service.....	151	180	331	3,446	1,494	4,940
Other skilled and semiskilled.....	1,301	50	1,351	18,639	970	19,609
Foremen.....	36	11	47	4,208	348	4,556
Apprentices.....	129	1	130	4,278	11	4,289
Unskilled workers.....	1,583	459	2,042	131,435	23,673	155,108
Food and tobacco.....	48	72	120	5,602	7,033	12,635
Lumber and lumber products.....	261	2	263	15,536	712	16,248
Metalworking.....	88	11	99	5,092	588	5,680
Construction.....	642	.....	642	68,844	8	68,852
Other unskilled workers.....	544	374	918	36,361	15,332	51,693
GRAND TOTAL.....	19,784	13,440	33,224	343,956	92,207	436,163

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT JANUARY 3, 1957

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Live Applications		
	(1)	Previous Month Nov. 29, 1956	Previous Year Dec. 29, 1955	(1)	Previous Month Nov. 29, 1956	Previous Year Dec. 29, 1955
	Jan. 3, 1957			Jan. 3, 1957		
Newfoundland	340	441	493	16,973	8,373	11,352
Corner Brook	2	7	3	3,299	1,727	2,622
Grand Falls	25	63		1,646	1,161	1,013
St. John's	313	371	490	12,028	5,485	7,717
Prince Edward Island	80	143	117	3,741	1,628	2,829
Charlottetown	48	107	102	2,369	1,127	1,778
Summerside	32	36	15	1,372	501	1,051
Nova Scotia	687	1,333	847	18,764	11,221	17,168
Amherst	15	30	33	1,042	508	892
Bridgewater	25	20	9	1,314	470	1,237
Halifax	486	823	592	3,668	3,073	3,370
Inverness				567	254	537
Kentville	49	60	44	2,214	942	1,576
Liverpool	4	149	49	484	215	333
New Glasgow	54	73	41	2,171	1,326	2,449
Springhill				821	587	475
Sydney	15	96	25	3,399	2,069	3,623
Truro	32	72	42	1,401	801	1,154
Yarmouth	7	10	9	1,683	976	1,522
New Brunswick	898	1,157	746	22,953	11,220	18,091
Bathurst	11	10	19	3,799	1,217	2,418
Campbellton	55	72	30	1,505	640	963
Edmundston	49	30	16	1,544	597	1,316
Fredericton	126	248	155	1,604	670	1,154
Minto	135	172	36	692	280	427
Moncton	314	378	305	6,333	3,153	4,972
Newcastle	14	4	1	2,206	1,107	1,632
Saint John	137	152	127	2,513	2,245	2,617
St. Stephen	21	6	25	1,508	707	1,246
Sussex	14	20	25	549	256	521
Woodstock	22	65	7	700	348	825
Quebec	11,659	14,690	10,840	132,707	67,874	122,531
Asbestos	19	24	37	691	394	524
Beauharnois	26	22	34	834	375	985
Buckingham	24	46	10	929	575	677
Causapscal	8	302	262	1,116	472	879
Chandler	21	60	4	1,340	324	867
Chicoutimi	440	494	122	1,093	713	1,208
Dolbeau	207	154	31	539	242	445
Drummondville	50	73	67	1,992	1,102	2,047
Farnham	6	90	62	790	518	926
Forestville	1,404	1,409	650	526	205	427
Gaspé	3	37	19	1,122	353	538
Granby	21	58	11	2,402	964	2,594
Hull	32	68	61	3,337	1,890	2,547
Joliette	109	155	272	3,238	1,482	2,353
Jonquière	56	135	44	1,358	840	1,627
Lachute	44	49	22	904	423	612
La Malbaie	1	1	1	1,584	467	1,124
La Tuque	1,327	1,705	1,538	671	391	336
Lévis	77	88	52	3,172	1,380	3,341
Louiseville	30	64	29	885	424	722
Magog	2	6	6	692	430	513
Maniwaki	22	24	142	412	196	346
Matane	465	627	3	1,212	357	1,248
Mégantic	28	10	11	816	418	768
Mont-Laurier	18	32	4	654	283	477
Montmagny	21	27	19	1,960	711	1,234
Montreal	3,840	4,565	3,635	42,186	22,768	43,087
New Richmond	33	56	18	1,445	397	1,148
Port Alfred	5	5	182	866	263	789
Quebec	581	636	477	12,973	7,650	12,026
Rimouski	89	263	217	2,330	915	2,094
Rivière du Loup	102	59	21	2,815	1,214	2,528
Roberval	149	143	102	496	258	463
Rouyn	109	432	413	1,077	839	1,301
Ste. Agathe	22	44	25	706	350	648
Ste. Anne de Bellevue	76	99	83	971	398	1,028
Ste. Thérèse	55	40	50	1,719	928	1,614
St. Georges Est	211	264	200	1,825	838	1,407
St. Hyacinthe	24	38	63	2,175	1,319	2,370
St. Jean	42	71	87	1,642	966	1,551
St. Jérôme	38	24	24	1,762	926	1,417
Ville d'Alma	314	272	32	1,215	718	1,193
Sept Iles	547	406	234	910	357	951
Shawinigan Falls	54	186	54	3,173	1,733	2,744
Sherbrooke	115	225	182	3,784	2,458	3,020
Sorel	60	96	24	2,285	1,140	1,924
Thetford Mines	71	64	55	1,645	723	1,353
Trois-Rivières	203	374	712	4,537	2,219	3,987

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT JANUARY 3, 1957

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Live Applications		
	(1)	Previous Month Jan. 3, 1957	Previous Year Nov. 29, 1956	(1)	Previous Month Jan. 3, 1957	Previous Year Nov. 29, 1956
	Jan. 3, 1957	Dec. 29, 1955	Dec. 29, 1955	Jan. 3, 1957	Dec. 29, 1955	
Quebec—Con.						
Val d'Or	217	470	333	985	772	1,023
Valleyfield	87	92	54	1,674	762	1,580
Victoriville	154	52	50	3,242	1,034	1,620
Ontario	11,355	14,844	10,312	130,164	77,348	121,193
Arnprior	48	67	28	404	177	334
Barrie	40	47	39	1,023	635	1,132
Belleville	40	33	9	1,429	787	1,365
Bracebridge	24	73	64	949	497	952
Brampton	44	33	28	581	332	557
Brantford	44	65	68	2,302	1,961	2,042
Brockville	46	42	23	465	215	407
Carleton Place	7			404	133	403
Chatham	38	148	45	2,072	1,484	1,688
Cobourg	11	13	6	755	497	621
Collingwood	12	12	36	751	424	847
Cornwall	144	156	115	2,503	1,395	1,975
Fort Erie	16	20	85	494	385	610
Fort Frances	27	105	8	284	214	419
Fort William	502	499	288	1,413	724	1,693
Galt	139	106	81	949	487	992
Gananoque	2	4	5	316	213	282
Goderich	28	20	25	636	281	603
Guelph	85	109	102	1,445	800	1,067
Hamilton	728	920	605	9,186	6,125	8,160
Hawkesbury	17	12	15	927	446	850
Ingersoll	54	63	17	564	297	405
Kapuskasing	124	79	108	269	201	456
Kenora	88	56	23	446	338	528
Kingston	114	91	71	1,370	936	1,132
Kirkland Lake	55	200	119	643	399	741
Kitchener	79	98	70	2,848	934	3,081
Leamington	24	19	16	997	475	1,353
Lindsay	26	73	43	583	340	714
Listowel	32	29	19	366	163	341
London	573	1,426	424	4,217	2,856	3,920
Midland	15	19	5	1,283	426	1,085
Napinee	3	4	3	689	315	565
Newmarket	16	43		680	435	
New Toronto	127	135	95	2,528	1,542	2,424
Niagara Falls	120	219	45	1,738	1,195	1,680
North Bay	53	93	44	1,124	633	1,107
Oakville	178	233	143	431	316	461
Orillia	31	26	39	779	475	789
Oshawa	85	182	65	2,503	1,857	3,772
Ottawa	2,060	1,972	1,676	4,462	3,084	3,727
Owen Sound	68	53	31	2,416	1,007	1,849
Parry Sound	3	2	5	410	125	327
Pembroke	198	205	121	1,533	916	1,207
Perth	21	30	8	767	236	485
Peterborough	45	93	81	2,311	1,500	2,087
Picton	7	14	2	650	310	531
Port Arthur	285	425	182	2,027	959	2,303
Port Colborne	16	11	6	550	319	640
Prescott	22	21	15	1,087	356	595
Renfrew	24	12	9	737	308	498
St. Catharines	110	131	85	3,069	1,795	3,213
St. Thomas	105	461	45	734	882	732
Sarnia	69	136	39	2,587	1,376	1,717
Sault Ste. Marie	473	431	137	942	716	1,016
Simcoe	11	51	11	943	467	832
Sioux Lookout	42	26	45	126	80	147
Smiths Falls	2	9	6	422	232	459
Stratford	15	27	11	748	360	661
Sturgeon Falls	4	4	1	836	583	806
Sudbury	332	248	191	1,586	1,062	2,115
Timmins	161	514	168	1,135	874	1,189
Toronto	2,876	3,697	3,591	30,530	17,724	27,263
Trenton	55	60	33	885	517	906
Walkerton	23	50	24	530	216	615
Wallaceburg	6	3	5	693	432	383
Welland	109	88	54	1,331	738	1,410
Weston	163	160	380	1,810	931	1,209
Windsor	176	308	302	9,999	6,468	10,422
Windsor	35	30	24	962	430	296
Woodstock						
Manitoba	2,263	4,074	1,558	20,440	13,019	20,335
Brandon	202	302	121	1,791	941	1,776
Dauphin	39	48	9	1,068	472	1,130
Flin Flon	122	73	47	162	156	182
Portage la Prairie	41	45	21	1,013	512	927
The Pas	8	6	22	142	100	148
Winnipeg	1,851	3,600	1,338	16,264	10,838	16,172

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT JANUARY 3, 1957

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Live Applications		
	(1)	Previous Month	Previous Year	(1)	Previous Month	Previous Year
	Jan. 3, 1957	Nov. 29, 1956	Dec. 29, 1955	Jan. 3, 1957	Nov. 29, 1956	Dec. 29, 1955
Saskatchewan						
Estevan	1,950	1,428	703	14,636	7,098	15,709
Moose Jaw	55	58	35	264	190	258
North Battleford	255	240	135	1,284	669	1,333
Prince Albert	37	70	58	1,110	517	1,155
Regina	115	54	40	1,592	921	1,625
Saskatoon	259	677	200	3,981	1,900	4,581
Swift Current	159	145	125	3,127	1,543	3,456
Weyburn	69	65	35	804	326	836
Yorkton	34	32	17	335	154	380
	67	87	58	2,139	878	2,085
Alberta						
Blairmore	2,742	3,547	2,219	19,767	10,929	20,576
Calgary	50	63	46	334	180	367
Drumheller	983	861	801	5,917	3,715	5,871
Edmonton	33	14	19	268	174	288
Edson	1,178	2,111	1,053	8,315	4,605	9,246
Lethbridge	211	53	80	280	195	208
Medicine Hat	132	154	150	2,586	866	2,669
Red Deer	96	174	36	1,173	636	1,182
	59	117	34	914	558	775
British Columbia						
Chilliwack	2,150	2,419	2,262	56,018	37,325	47,097
Courtenay	47	41	16	2,254	1,162	1,852
Cranbrook	18	19	110	1,870	480	1,701
Dawson Creek	5	7	6	848	259	613
Duncan	45	48	24	391	175	418
Kamloops	54	25	16	1,315	429	1,592
Kelowna	31	54	50	1,146	468	919
Kitimat	13	15	10	1,456	999	1,265
Mission City	89	167	345	338	208	78
Nanaimo	44	20	11	1,458	645	1,493
Nelson	21	35	16	1,963	804	2,112
New Westminster	15	12	4	1,252	608	856
Penticton	131	196	82	6,214	4,181	5,506
Port Alberni	7	11	3	1,922	849	1,446
Prince George	16	14	39	1,545	523	802
Prince Rupert	144	122	82	1,680	1,258	1,443
Princeton	80	61	46	1,198	762	1,074
Trail	20	5	37	796	438	717
Vancouver	1,070	1,187	1,097	21,954	19,126	18,110
Vernon	4	31	16	1,968	691	1,458
Victoria	254	313	222	3,521	2,870	2,862
Whitehorse	42	34	27	381	241	446
Canada						
Males	33,224	44,076	30,097	436,163	246,035	396,881
Females	19,784	27,634	17,986	343,956	171,326	312,066
	13,440	16,442	12,111	92,207	74,709	84,815

¹ Preliminary subject to revision.² Current vacancies only. Deferred vacancies are excluded.**TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES**

(SOURCE: Form U.I.C. 751)

1951—1956

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1951	918,238	655,933	262,305	68,895	223,979	322,499	196,754	96,111
1952	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400

TABLE D-6.—VACANCIES⁽¹⁾ AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES OCTOBER 1, TO DECEMBER 31, 1956

(Source: U.I.C. 751)

Industry	Newfoundland				Prince Edward Island				Nova Scotia				New Brunswick				Quebec				Ontario								
	Vacancies Reg- ular		Placements Cas- ual		Vacancies Reg- ular		Placements Cas- ual		Vacancies Reg- ular		Placements Cas- ual		Vacancies Reg- ular		Placements Cas- ual		Vacancies Reg- ular		Placements Cas- ual		Vacancies Reg- ular		Placements Cas- ual						
	Vacancies Notified	Trans- fers out																											
Agriculture.....	6	6	460	131	2	3	167	104	483	370	79	69	906	344	372	382	3,303	1,431	1,273	151									
Forestry.....	14	1	7	6	3	387	166	2	28	586	251	12	3	11,555	4,400	16	859	3,027	1,471	21	405							
Fishing and Trapping.....	.....	.....	.....	.....	3	.....	.....	.....	6	.....	5	.....	.....	.....	.....	.....	4	.....	4	3	9				
Mining, Quarrying and Prospecting.....	47	3	9	.....	.....	.....	182	159	1	31	278	56	2	797	293	9	31	920	552	8	264					
Metal Mining.....	46	2	9	.....	.....	4	168	154	30	33	235	23	6	605	187	6	30	796	477	1	221						
Fuels.....	.....	.....	.....	.....	6	2	.....	1	256	30	.....	.....	6	149	82	3	1	12	3	4	5				
Non-Metal Mining.....	.....	.....	.....	.....	4	3	1	.....	.....	.....	.....	.....	33	20	4	.....	.....	64	43	2	28				
Quarrying, Clay and Sand Pits.....	1	1	1	.....	18	7	41	30	9	1	1,567	1,297	120	42	186	71	3	19,162	12,920	695	122	29,013	29,332	2,847	569			
Prospecting.....	190	167	190	167	22	1	74	30	18	1,572	1,075	49	49	1	3,183	2,209	203	1	2,209	2,209	203	99			
Manufacturing.....	46	23	10	7	.....	18	41	30	9	1	1,567	1,297	120	42	186	71	3	19,162	12,920	695	122	29,013	29,332	2,847	569			
Foods and Beverages.....	19	8	7	.....	18	9	1,567	1,297	120	42	186	71	3	19,162	12,920	695	122	29,013	29,332	2,847	569							
Tobacco and Tobacco Products.....	190	167	190	167	22	1	74	30	18	1,572	1,075	49	49	1	3,183	2,209	203	1	2,209	2,209	203	99			
Rubber Products.....	.....	.....	.....	.....	1	1	1	1	1	2	.....	.....	15	10	.....	.....	234	199	4	.....	.....	1,486	1,422	4	7
Leather Products.....	.....	.....	.....	.....	8	4	1	1	1	2	.....	.....	1	1	1	1	298	146	10	.....	.....	398	272	20	4
Textile Products (except clothing).....	2	3	2	2	.....	2	7	6	1	1	11	4	2	1,074	805	21	21	619	501	21	9							
Clothing (textile and fur).....	9	7	6	6	9	11	1	1	1	1	19	7	2	1,642	1,206	21	21	10	1,705	1,051	73	16							
Wood Products.....	3	2	2	7	58	35	6	6	6	6	60	33	1	1	1	1	3,872	2,509	16	1,705	1,051	73	16						
Paper Products.....	3	2	2	5	5	4	1	5	1	57	29	5	1	1	1	1	1,361	987	42	13	1,527	1,086	36	27					
Printing, Publishing and Allied Industries.....	2	6	2	2	55	30	5	16	11	11	66	31	22	2	738	404	66	1	1,511	892	422	7							
Iron and Steel Products.....	1	1	1	1	258	168	44	35	35	35	2,238	1,550	67	18	5,385	3,795	424	73											
Transportation Equipment.....	6	2	2	1	1	1	1	864	804	16	3	14	6	1	1,722	1,141	31	11	3,567	2,505	329	176							
Non-Ferrous Metal Products.....	9	2	5	1	22	8	11	732	442	7	7	64	1,156	862	90	11								
Electrical Apparatus and Supplies.....	2	1	1	1	30	23	5	1	1	1	1	1	1	1	1	1	612	324	10	2	1,448	1,625	120	15					
Non-Metallic Mineral Products.....	1	1	1	1	55	32	14	11	11	8	1	1	1	1	354	255	17	1	857	601	116	6					
Products of Petroleum and Coal.....	15	9	1	1	13	1	9	1	1	1	1	1	83	28	8	1	125	99	8	1					
Chemical Products.....	1	1	1	2	2	2	2	1	1	1	1	1	1	1	1	1	1,054	352	277	1	1,558	335	479	13					
Miscellaneous Manufacturing Industries.....	1	1	1	1	1	2	2	2	2	2	1	1	1	1	1	1	726	523	40	2	1,250	992	103	10					

Construction	429	12	4	119	100	2	13	761	398	175	77	2,456	1,448	113	245	12,145	8,745	568	957	20,348	15,884	1,630	1,182		
General Contractors	413	10	4	86	77	2	13	532	279	126	68	2,169	1,271	87	237	8,913	6,325	404	900	15,842	12,464	1,071	1,085		
Special Trade Contractors	27	16	2	.....	33	23	2	.....	229	119	49	9	297	177	26	8	3,232	2,420	164	57	4,506	3,420	529	97
Transportation, Storage and Communication	11	7	2	.....	577	12	440	.....	315	121	100	5	356	196	35	1	8,549	3,147	4,422	216	5,841	3,345	1,731	54
Transportation	6	3	2	.....	575	9	440	.....	238	70	77	5	283	175	31	.....	8,225	2,922	4,414	215	4,936	2,786	1,512	16
Storage	.....	.....	.....	.....	.....	2	3	.....	31	16	13	10	16	6	1	108	91	454	7	204	176	1,76	6	
Communication	.....	6	4	.....	.....	2	3	.....	46	35	10	.....	47	15	3	1	216	134	1	451	355	13	32	.....
Public Utility Operation	4	3	.....	.....	1	1	811	194	602	965	286	5	1,101	670	162	4	9,741	5,797	747	13	17,308	11,202	2,776	52
Trade	163	137	14	1	811	194	602	965	1,829	203	203	5	315	164	77	2	8,877	5,616	2,91	1	5,063	2,863	1,349	1	
Wholesale	31	18	10	.....	433	47	395	47	501	187	187	83	786	506	85	2	6,844	4,181	456	12	12,245	8,339	1,427	36
Retail	.....	132	119	4	1	378	147	207	1,328	778	778	5	786	506	85	2	.....	.....	.....	.....	.....	.....	.....	.....
Finance, Insurance and Real Estate	4	3	.....	.....	20	11	2	.....	122	65	7	.....	86	48	3	.....	1,236	690	33	3	2,051	1,139	68	3
Service	662	392	61	.....	435	244	157	.....	2,810	1,124	1,164	25	2,339	1,073	626	30	20,145	9,005	5,287	117	32,450	16,047	8,537	122
Community or Public Service	16	3	.....	.....	48	32	11	.....	232	104	41	.....	223	89	71	13	1,345	798	55	13	3,026	1,969	297	13
Government Service	580	359	31	.....	101	95	6	.....	1,160	648	411	14	791	618	87	15	3,042	2,226	177	25	10,524	6,762	1,001	50
Recreation Service	8	5	3	1	1	1	32	15	15	7	20	6	7	2	1,380	136	139	220	609	379	120	1
Business Service	1	1	2	.....	7	6	5	.....	45	18	5	.....	52	6	4	1	1,102	413	220	1	1,763	907	263	11
Personal Service	57	25	27	.....	278	110	139	1	1,341	336	700	5	1,209	307	462	2	14,276	5,432	4,686	78	16,528	5,040	6,856	47
Totals	1,548	1,004	99	14	2,471	723	1,214	23	8,213	4,429	1,874	696	7,972	4,107	1,103	355	84,473	45,149	12,142	2,701	114,734	72,342	18,881	2,746	
Men	1,276	763	95	14	1,810	397	1,214	23	5,611	3,123	1,267	684	5,840	3,126	701	350	60,164	32,765	7,799	2,577	78,135	50,122	13,181	2,640	
Women	1,272	241	4	661	326	2,752	2,306	2,306	2,252	2,132	607	12	2,132	981	402	5	24,309	12,384	4,413	124	36,599	21,920	5,700	106

¹ Current and deferred vacancies reported during the period.

TABLE D-6.—VACANCIES⁽¹⁾ AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES OCTOBER 1 TO DECEMBER 31, 1956
(SOURCE: U.I.C. 751)

Industry	Manitoba				Saskatchewan				Alberta				British Columbia				Canada			
	Vacancies Notified		Placements		Vacancies Notified		Placements		Vacancies Notified		Placements		Vacancies Notified		Placements		Vacancies Notified		Placements	
	Reg- ular	Cas- ual	Reg- ular	Cas- ual																
Agriculture.....	392	205	16	1	1,094	622	12	44	1,833	1,218	48	.....	1,188	552	56	10,039	4,783	2,655	1,182
Forestry.....	254	166	106	70	34	.....	172	1,192	733	2	196	1,318	1,196	13	18	18,430	8,488	66	1,783
Fishing and Trapping.....	5	5	18	13	9	9
Mining, Quarrying and Oil Wells.....	443	251	6	11	388	221	6	11	1,695	800	36	13	386	310	9	25	5,136	2,645	77	386
Metal Mining.....	416	233	3	10	366	23	7	7	941	23	7	306	235	7	25	2,311	1,183	17	339	
Fuels.....	6	2	3	3	331	197	4	2	1,244	591	36	6	47	1,051	1	1	1,026	48	9	3
Non-Metal Mining.....	1	1	1	1	15	15	2	2	19	4	.....	14	14	1	1	217	108	3	9
Quarrying, Clay and Sand Pits.....	2	5	5	5	19	14	2	2	5	2	.....	5	4	4	1	130	91	3	23
Prospecting.....	18	11	7	7	19	7	2	2	333	180	.....	12	12	7	1	427	234	6	23
Manufacturing.....	3,056	1,739	625	21	632	403	102	42	2,247	1,372	247	53	5,294	4,084	51	61,568	42,636	5,304	844	
Foods and Beverages.....	393	227	109	109	233	162	44	1	1,454	255	61	1,038	719	245	1	7,191	4,919	767	103	
Tobacco and Tobacco Products.....	4	2	1	1	3	3	3	3	.....	7	7	.....	1	.....	1	1,729	1,638	8	7
Rubber Products.....	46	33	8	2	2	1	1	1	31	1	1	18	17	1	1	616	425	31	4	
Leather Products.....	66	39	11	3	52	31	4	39	31	1	82	48	11	1	1,790	1,375	52	10		
Textile Products (except clothing).....	615	350	71	21	52	31	4	90	70	153	103	4	3,214	2,302	118	20				
Clothing (textile and fur).....	343	151	160	11	14	1	1	1	238	212	47	1	2,014	1,810	4	6,524	4,341	134	33	
Wood Products.....	88	73	18	11	14	14	1	1	48	24	5	17	205	171	15	5,749	4,246	570	57	
Paper Products.....	311	157	25	1	17	3	3	3	35	29	4	28	271	183	10	3,031	2,122	144	37	
Printing, Publishing and Allied Industries.....	198	98	60	1	56	31	14	82	40	10	197	87	68	44	9,441	6,528	755	131		
Iron and Steel Products.....	553	331	108	1	84	59	17	292	189	29	554	395	44	4	7,307	5,150	487	207		
Transportation Equipment.....	311	157	25	1	76	38	6	370	224	49	5	376	272	8	13	1,556	1,268	128	159	
Non-Ferrous Metal Products.....	447	147	1	17	3	3	3	35	28	9	4	28	271	183	10	3,031	2,122	144	20	
Electrical Apparatus and Supplies.....	134	81	1	1	11	7	3	3	33	21	1	60	39	5	3	1,631	1,155	205	11	
Non-Metallic Mineral Products.....	49	19	4	1	30	19	7	1	171	151	5	1	103	70	2	410	203	62	14	
Products of Petroleum and Coal.....	34	19	16	12	16	12	12	12	45	17	5	107	37	6	3,022	1,402	814	14		
Chemical Products.....	62	43	9	9	17	9	4	219	98	30	84	55	6	3	2,263	1,702	171	12		
Miscellaneous Manufacturing Industries.....	113	69	20	11	11	8	1	1	33	20	1	113	80	3	3	.....	.....	.....	.....
Construction.....	2,132	1,892	77	98	1,993	1,369	265	38	4,066	3,124	33	17	4,663	3,740	380	137	49,274	37,190	3,375	2,669
General Contractors.....	1,674	477	88	1,600	1,169	134	34	4,066	3,031	2,372	213	14	3,835	3,156	114	38,254	28,996	2,372	2,557	
Special Trade Contractors.....	458	422	30	11	393	261	71	4	1,035	752	130	3	810	584	100	23	11,020	8,194	1,103	212
Transportation, Storage and Communication.....	887	530	163	710	426	153	15	1,275	680	276	1	1,421	956	206	16	19,942	9,420	7,530	308	
Transportation.....	678	432	91	544	367	101	15	988	526	194	1	1,078	701	108	16	17,561	7,991	7,040	263	
Storage.....	151	61	72	91	33	35	17	.....	181	74	82	180	160	118	10	1,192	603	416	6
Communication.....	58	37	75	75	2	17	17	.....	183	137	17	106	80	100	8	1,189	826	54	34

Public Utility Operation	92	39	3	94	54	4	204	133	39	126	92	8	3	1,281	800	96	6		
Trade	3,619	1,358	1,001	2	2,040	1,175	493	1	4,092	2,125	1,130	2	4,657	2,841	839	30	44,671		
Wholesale.....	1,413	554	563	2	694	390	24	1	1,977	948	637	1	1,491	816	370	4	14,795		
Retail.....	1,606	824	438	1,346	776	279	2,045	1,177	443	1	3,166	2,025	469	26	29,876	7,622	4,159		
Finance, Insurance and Real Estate	350	191	37	244	162	13	.....	600	365	32	1	654	394	46	1	5,367	3,068	231	
Service	6,211	3,390	1,686	18	4,073	2,088	1,048	15	9,271	4,480	2,176	29	13,239	9,660	1,753	25	91,635	47,503	23,495
Community or Public Service.....	6,443	2,660	1,753	18	4,088	2,088	1,048	15	9,271	4,480	2,176	29	13,239	9,660	1,753	25	91,635	47,503	23,495
Government Service.....	2,558	2,426	192	5	1,210	1,053	97	.....	2,919	2,436	114	12	7,033	6,668	1,758	7	4,361	7,358	381
Recreation Service.....	141	43	57	56	53	36	7	.....	137	61	28	137	137	137	137	7	23,291	2,115	123
Business Service.....	201	75	9	146	109	5	.....	625	310	1	33	622	319	16	11	4,608	1,518	759	
Personal Service.....	2,868	586	1,532	4	2,267	702	880	11	4,661	1,251	1,943	1	4,657	2,101	1,344	11	48,142	2,299	705
Totals	16,836	9,791	3,616	258	11,358	6,615	2,036	338	26,425	15,030	4,329	312	33,351	23,830	4,685	362	163,020	49,379	7,895
Men.....	11,241	7,239	1,991	252	7,566	4,327	2,036	338	26,425	15,030	4,329	312	33,351	23,830	4,685	311	286,785	125,342	32,308
Women.....	5,595	2,462	1,625	6	3,793	1,888	688	5	9,414	4,818	1,667	31	13,069	8,352	2,083	31	98,596	54,678	17,471
																	349		

E—Unemployment Insurance

TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS (REGULAR ONLY) BY PROVINCE, DECEMBER 1956

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week* (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid† (Disability days in Brackets)	Amount of Benefit Paid \$
Newfoundland.....	4.8	3,490	19,257 (291)	426,413
Prince Edward Island.....	0.9	709	3,584 (51)	66,110
Nova Scotia.....	7.9	4,779	31,443 (2,185)	588,767
New Brunswick.....	7.3	5,561	29,143 (1,392)	555,106
Quebec.....	47.0	33,955	187,834 (20,531)	3,730,175
Ontario.....	46.9	33,815	187,513 (17,281)	3,778,534
Manitoba.....	7.9	5,385	31,579 (2,624)	637,492
Saskatchewan.....	4.6	3,919	18,432 (1,158)	386,840
Alberta.....	7.0	6,556	28,173 (1,477)	593,813
British Columbia.....	20.7	16,049	82,944 (5,876)	1,764,864
Total, Canada, December 1956.....	155.0	114,218	619,902 (52,866)	12,528,015
Total, Canada, November 1956.....	108.6	74,130	478,265 (58,936)	9,275,471
Total, Canada, December 1955.....	162.6	107,597	702,642 (63,046)‡	11,942,873

* Based on the number of payment documents for the month.

† Under the old Act, payment was made on the basis of "days", whereas now the basis is "weekly".

‡ In addition, 4,532 days benefit were paid in respect of unemployment occurring prior to October 2.

TABLE E-2.—REGULAR AND SEASONAL BENEFIT CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, SEX AND PROVINCE, DECEMBER 31, 1956

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Duration on the Register (weeks)								December 30, 1955 Total
	Total	1	2	3-4	5-8	9-12	13-16	17-20	
CANADA.....	398,244	136,686	58,853	73,330	62,232	24,596	13,447	8,290	20,810
Male.....	315,220	112,028	50,458	61,966	49,533	16,380	8,010	4,770	12,075
Female.....	83,024	24,658	8,395	11,384	12,699	8,216	5,437	3,520	8,735
Newfoundland.....	14,883	4,867	3,038	2,575	2,400	922	370	230	481
Male.....	14,264	4,729	2,955	2,500	2,314	841	322	196	407
Female.....	619	138	83	75	86	81	48	34	74
Prince Edward Island.....	3,016	1,000	537	572	560	154	63	38	92
Male.....	2,529	875	433	513	486	108	37	24	53
Female.....	487	125	104	59	74	46	26	14	39
Nova Scotia.....	18,539	5,909	2,742	2,885	2,898	1,516	828	473	1,288
Male.....	16,308	5,372	2,530	2,647	2,552	1,233	623	357	994
Female.....	2,231	537	212	238	346	283	205	116	294
New Brunswick.....	20,130	6,564	2,671	4,193	3,309	1,354	647	394	998
Male.....	16,908	5,715	2,413	3,606	2,790	991	471	250	672
Female.....	3,222	849	258	587	519	363	176	144	326
Quebec.....	127,851	46,622	18,509	23,364	18,312	7,874	4,176	2,326	6,668
Male.....	98,885	37,069	15,583	19,716	14,478	5,183	2,394	1,209	3,253
Female.....	28,966	9,553	2,926	3,648	3,834	2,691	1,782	1,117	3,415
Ontario.....	114,138	39,946	15,472	20,047	16,700	6,655	4,704	3,409	7,205
Male.....	84,143	30,752	12,254	15,939	12,210	3,910	2,745	2,024	4,314
Female.....	29,990	9,194	3,218	4,108	4,490	2,745	1,959	1,385	2,891
Manitoba.....	18,086	5,943	2,308	3,061	3,834	1,034	557	330	1,019
Male.....	14,074	4,853	1,910	2,637	3,009	635	285	166	579
Female.....	4,012	1,090	398	424	825	399	272	164	440
Saskatchewan.....	12,279	3,596	2,336	2,635	2,316	499	276	148	473
Male.....	10,397	3,088	2,133	2,393	2,002	327	133	73	248
Female.....	1,882	508	203	242	314	172	143	75	225
Alberta.....	18,359	5,154	3,901	4,164	3,110	812	400	219	599
Male.....	15,849	4,560	3,626	3,813	2,638	494	194	123	401
Female.....	2,510	594	275	351	472	318	206	96	198
British Columbia.....	50,963	17,085	7,339	9,834	8,793	3,776	1,426	723	1,987
Male.....	41,858	15,015	6,621	8,202	7,054	2,658	806	348	1,154
Female.....	9,105	2,070	718	1,632	1,739	1,118	620	375	833
									43,458
									35,255
									8,203

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, DECEMBER 1956

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial†	Renewal	Total Disposed of‡	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	8,772	7,130	1,642	6,501	4,036	2,465	4,991
Prince Edward Island.....	1,986	1,637	349	1,301	951	350	1,056
Nova Scotia.....	10,844	7,946	2,898	7,625	5,746	1,879	5,391
New Brunswick.....	12,700	9,961	2,739	9,378	6,942	2,436	6,437
Quebec.....	87,160	62,291	24,869	59,347	45,034	14,313	42,971
Ontario.....	76,115	53,347	22,768	63,664	47,326	16,338	26,999
Manitoba.....	10,821	8,523	2,298	9,326	6,222	3,104	3,651
Saskatchewan.....	8,321	6,778	1,543	6,483	4,554	1,929	3,735
Alberta.....	12,974	10,092	2,882	10,962	8,254	2,708	4,987
British Columbia.....	35,405	25,902	9,503	27,859	20,854	7,005	14,497
Total, Canada, December 1956.....	265,098	193,607	71,491	202,446	149,919	52,527	114,715
Total, Canada, November 1956.....	151,356	104,143	47,213	121,516	91,884	29,632	52,063
Total, Canada, December 1955.....	276,454	191,009	85,445	216,050	139,672	76,378	110,541

* In addition, revised claims received numbered 19,037.

† This total includes initial claims considered for seasonal benefit.

‡ In addition, 18,327 revised claims were disposed of. Of these, 1,388 were special requests not granted and 786 were appeals by claimants. There were 3,116 revised claims pending at the end of the month.

TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants*
1955—November.....	3,469,000	3,305,900	163,100
December.....	3,517,000	3,297,200	219,800
1956—January.....	3,600,000	3,211,900	388,100†
February.....	3,613,000	3,136,100	476,900†
March.....	3,666,000	3,155,000	511,000†
April.....	3,675,000	3,163,900	511,100†
May.....	3,502,000	3,209,900	292,100
June.....	3,519,000	3,330,100	188,900
July.....	3,601,000	3,465,000	136,000
August.....	3,644,000	3,505,500	138,500
September.....	3,651,000	3,518,700	132,300
October.....	3,647,000	3,518,600	128,400
November.....	Not available	Not available	Not available

* Claimants having an unemployment register in the live file last working day of preceding month.

† Includes seasonal benefit claimants.

F—Prices

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household Operation	Other Commodities and Service
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	118.8	102.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	120.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1956—February.....	116.4	109.9	131.5	108.6	116.7	119.3
March.....	116.4	109.1	131.6	108.7	116.8	119.9
April.....	116.6	109.7	131.9	108.7	116.6	120.1
May.....	116.8	109.3	132.1	108.8	116.5	120.5
June.....	117.8	112.5	132.6	108.6	116.7	120.6
July.....	118.5	114.4	132.7	108.6	116.7	121.1
August.....	119.1	115.9	133.0	108.4	116.8	121.3
September.....	119.0	115.5	133.1	108.4	117.1	121.4
October.....	119.8	117.4	133.3	108.5	117.7	121.6
November.....	120.3	117.9	133.4	108.4	118.1	122.8
December.....	120.4	117.5	133.5	108.6	118.6	122.9
1957—January.....	120.3	117.1	133.6	107.6	119.0	123.1
February.....	120.5	117.2	133.8	107.4	119.1	123.8

TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA, AT THE BEGINNING OF JANUARY 1957

(1949 = 100)

SOURCE: Dominion Bureau of Statistics

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	January 1956	December 1956	January 1957					
(1) St. John's Nfld.....	104.7	107.5	107.7	104.7	110.1	100.6	106.8	115.4
Halifax.....	114.5	118.5	118.6	112.2	127.4	114.9	123.9	121.6
Saint John.....	117.4	121.1	121.2	116.8	131.3	116.9	119.7	126.7
Montreal.....	117.4	120.7	120.6	120.5	138.6	103.8	115.6	122.9
Ottawa.....	117.5	121.6	121.4	115.7	140.5	111.0	116.9	126.1
Toronto.....	118.8	123.1	123.1	116.4	149.6	111.1	119.4	124.2
Winnipeg.....	118.8	118.4	118.8	115.2	128.4	113.3	116.2	122.4
Saskatoon—Regina.....	115.2	117.1	117.1	114.1	118.9	116.0	119.6	117.9
Edmonton—Calgary.....	114.8	117.4	117.2	113.5	121.2	113.5	118.2	121.6
Vancouver.....	120.0	121.7	122.1	119.7	129.5	111.7	128.9	123.0

N.B.—Indexes above measure percentage changes in prices overtime in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base June 1951 = 100.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS, JANUARY AND DECEMBER 1956,
JANUARY 1957†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com- mencing During Month	In Existence	Com- mencing During Month	In Existence	In Man- Days	Per Cent of Esti- mated Working Time
1957*						
January.....	16	24‡	6,471	6,960‡	53,580	0.06
1956						
December.....	6	18	470	1,462	14,305	0.02
January.....	6	14‡	1,789	17,341‡	338,355	0.34

* Preliminary figures.

† Strikes uncompleted at the end of the previous year are included in these totals.

‡ The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS JANUARY 1957

(Preliminary, subject to revision)

Employer(s)	Union(s)	Approximate Number of Workers	Date Began ¹	Date Ended ¹	Approximate Time Loss Man-Days January	Major Issue(s)	Major Term(s) of Settlement
							Major Term(s) of Settlement
IN PROGRESS PRIOR TO JANUARY 1957							
MANUFACTURING—							
<i>Food—</i>							
Heeney Frosted Foods Ltd., La Prairie, Que.	Directly Chartered Local of CLC	50	Nov. 2 1956	.....	1,800	4,200	Alleged discrimination in dismissal of two workers, pending union certification.
<i>Tobacco—</i>							
Benson & Hedges (Canada) Limited, Montreal, Que.	Tobacco Workers Inter. Union No. 301, AFL-CIO/CLC	173	Oct. 1 1956	.....	3,900	16,400	Wages
<i>Leather—</i>							
L'Assumption Shoe Ltd., *L'Assumption, Que.	National Federation of Leather and Shoe Workers of Canada Inc., CCCL	60	Sept. 19 1956	Nov. 11 1956	.....	2,950	Wages and working conditions.
<i>Textile—</i>							
Dominion Textile Co. Ltd., Magog, Que.	National Catholic Textile Federation Inc. CCCL	63(?)	Dec. 10 1956	Jan. 28	2,030	3,130	Protest against changes in work load.
<i>Wood—</i>							
Imperial Lumber Co. Ltd., Jasper Place, Alta.	Inter. Bro. of Teamsters, Chauffeurs, Warehousemen and Helpers of America, No. 514, AFL-CIO/CLC	8	Sept. 8 1956	.....	190	1,130	Wages, holidays, and union security in bargaining first agreement; conciliation procedures completed.
<i>Non-Ferrous Metal—</i>							
Canadian Name Plate Co., Midland, Ont.	Inter. Union United Automobile, Aircraft and Agricultural Implement Workers, No. 1265, AFL-CIO/CLC	126	Nov. 22 1956	.....	2,770	6,100	Wages, hours and union security; conciliation procedures completed.
<i>Chemical—</i>							
Swift Canadian Co., New Toronto, Ont.	United Packinghouse Workers of America, No. 208A AFL-CIO/CLC	6	Nov. 12 1956	.....	125	335	Wages; conciliation procedures completed.
<i>Miscellaneous—</i>							
Plastic Profiles, Long Branch, Ont.	United Rubber, Cork, Linoleum and Plastic Workers of America, AFL-CIO/CLC	28	Dec. 21 1956	Jan. 29	560	725	Alleged discrimination in layoff of workers.
<i>Trade—</i>							
Metropolitan Stores Ltd., Sudbury, Ont.	Inter. Union of Mine, Mill and Smelter Workers of America No. 902, IND.	30	Sept. 22 1956	.....	780	3,630	Wages, conciliation procedures completed.

COMMENCING JANUARY 1957

Logging— St. Lawrence Corporation Ltd., Beardmore, Ont.	Inter. Bro. Carpenters and Joiners of America, (L. & S.W.) No. 2693, AFL-CIO/CLC	600	Jan. 24	.....	4,200	.....	In sympathy with wage dispute of truck owners hauling for same firm.	.....
Spruce Falls Power and Paper Co. Ltd. (Wood- lands) Kapuskasing, Ont.	United Bro. Carpenters and Joiners of America, (L. & S.W.) No. 2695, AFL-CIO/CLC	500	Jan. 22	Jan. 29	3,500	.....	Equalization of rates for tractor and horse drawn sleds.	.....
Mining— Coal— Margaree Steamship Coal Co., Inverness, N.S.	United Mine Workers of America, No. 1033 IND.	27	Jan. 21	Jan. 25	85	.....	Return of workers when back pay received.	.....
Dominion Coal Co. Ltd., Glace Bay, N.S.	United Mine Workers of America, Dist. 26, No. 4620, IND.	500	Jan. 22	.....	1,625	.....	Dispute over rate for previously uncompleted work assignment.	.....
Manufacturing— Food— Thunder Bay Co-op., Wake- field, Dairy, and Kellough Bros., Fort William and Port Arthur, Ont.	Inter. Bro. Teamsters, Chauf- feurs, Warehousemen and Helpers, No. 90, AFL-CIO/CLC	110	Jan. 7	Jan. 9	220	.....	Return of workers and further negotiations.	.....
Beverages— Brewers Association of Newfoundland St. John's, Nfld.	Inter. Bro. of Teamsters, Chauffeurs, and Ware- housemen No. 855, AFL- CIO/CLC (Transport and Allied Workers).	155(3)	Jan. 14	.....	2,245	.....	Wages, hours and union security; conciliation procedures completed.	.....
Tobacco— Imperial Leaf Tobacco Co. Ltd., Aymer, Ont.	United Paskinhouse Workers of America, AFL-CIO/CLC	413	Jan. 11	Jan. 18	1,850	.....	Wages.	.....
Rubber— Firestone Tire and Rubber Co., Hamilton, Ont.	United Rubber Cork Lin- oleum and Plastic Workers of America, No. 113, AFL-CIO/CLC.	33(4)	Jan. 23	Jan. 30	180	.....	Increased piece work rates for bead builders on small size tires.	.....
Clothing— Dominion Glove Co. Ltd., Beech, Que.	National Federation of Cloth- ing Industry Workers Inc.	121(5)	Jan. 30	.....	240	.....	Wages and hours.	.....
Various Dress Manufacturing Firms, Toronto, Ont.	Inter. Ladies Garment Work- ers of America, No. 198, AFL-CIO/CLC.	1,000	Jan. 22	Jan. 22	250	.....	Delay in signing of master con- tract by individual firms.	Contract signed.

TABLE G-2.—STRIKES AND LOCKOUTS JANUARY 1957

(Preliminary, subject to revision)

Employer(s)	Union(s)	Approximate Number of Workers	Date Began	Date Ended	Approximate Time Loss Man-Days January To Date	Major Issue(s)	Major Term(s) or Settlement
COMMENCING JANUARY 1957—Concluded							
CONSTRUCTION— Leibel and Engel Construction Co. Ltd., Toronto, Ont.	Various Building Trades Unions AFL-CIO/CLC.	38	Jan. 9	.....	645	Protest against employment of non-union personnel by subcontractors.	.....
MacNamara Construction Co., Cornwall, Ont.	Inter. Union of Operating Engineers No. 733, AFL-CIO/CLC.	38(6)	Jan. 22	.....	300	Wages.	.....
TRANSPORTATION— Canadian Pacific Railway Company and Subsidiaries, Canada.	Bro. of Locomotive Firemen and Enginemen AFL-CIO/CLC.	2,850(7)	Jan. 2	Jan. 11	25,650	Protest proposal to dispense with employment of firemen on diesel engines in freight and yard service; conciliation procedures completed.	Wage increase and other working conditions; formation of enquiry commission to study employment of firemen.
TRADE— Prince Edward Poultry Products Co-op, Picton, Ont.	Amalgamated Meat Cutters and Butcher Workmen of North America, No. 636, AFL-CIO/CLC.	10	Jan. 5	.....	230	Wages and hours.	.....
Dominion Stores Ltd. Chatham, Ont.	Inter. Union, United Brewery, Flour, Cereal, Soft Drink and Distillery Workers, No. 800, AFL-CIO/CLC.	35	Jan. 19	Jan. 28	225	Wages; conciliation procedures completed.	Return of workers and further negotiations.
Brewers' Warehousing Co. Ltd. Galt, Preston and Kitchener, Ont.	Inter. Union United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, No. 388, AFL-CIO/CLC.	41	Jan. 24	Jan. 26	80	Dissatisfaction with application of terms of arbitration reward	Return of workers and further negotiations.

• Revised from previous month.

(1) In this table the date of commencement is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.

(2) Indirectly affected 475; (3) Indirectly affected 10; (4) Indirectly affected 750; (5) Indirectly affected 12; (6) Indirectly affected 12; (7) Indirectly affected 65,160.

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